

## Performance and Resources Scrutiny Programme 2022

### Report to the Office of the Police, Fire and Crime Commissioner for Essex

<b>Title of Report:</b>	<b>Performance against the Public Sector Equality Duty</b>
<b>Classification of Paper:</b>	<b>Official</b>
<b>Agenda Number:</b>	<b>11.0</b>
<b>Chief Officer:</b>	<b>Mr Richard Leicester</b>
<b>Date Paper was Written:</b>	<b>24 June 2022</b>
<b>Version Number:</b>	<b>1.3</b>
<b>Report from:</b>	<b>Essex Police</b>
<b>Date of Meeting:</b>	<b>28 July 2022</b>
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<b>Date of Approval:</b>	<b>11 July 2022</b>

#### 1.0 Purpose of Report

This report provides an overview of Essex Police response to the duty to report under the Equality Act 2010. It is intended to offer data on the equality impact of Essex Police's employment and activities.

The Equality Act creates a public sector Equality Duty to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation and other conduct prohibited by the Act. In other words, to consider how different people will be affected by our activities.
- Advance equality of opportunity between people who share a protected characteristic and those who do not. We want to deliver services which, while efficient and effective, are accessible to all and meet everyone's' needs.
- Foster good relations between people who share a protected characteristic and those who do not. Fulfil our requirements to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people (both

employees, volunteers, and others) who share a protected characteristic and those who do not.

## **2.0 Recommendations**

For the board to note progress to date.

## **3.0 Executive Summary**

The paper will highlight progress against each of the objectives contained within the Diversity, Equality, and Inclusion Strategy. The key pillars of the Diversity, Equality and Inclusion Strategy now form Essex Police's Equality Duty objectives.

The report will show the current activity undertaken by the force to attract, recruit, retain and progress a more diverse workforce (Objective 1). Activity includes phase two of the 'We Value Difference' advertising campaign and the numerous events in the community led by the Positive Action Team. Included within section 5.0 are current workforce representation statistics for ethnic minority officers, staff, PCSO's and Special Constables and females. The data will show in a 6-month period, representation of ethnic minority officers and staff has decreased but details the activity which is taking place to improve this position.

The report will also provide information of the extensive efforts taking place to narrow the disparity between protected and non-protected groups in respect of use of powers such as stop and search and the use of force (Objective 2). A key focus for the force which has resulted in reducing the disparity between these groups. The report will show our positive position against our 'Most Similar Group' (MSG) forces.

The Diversity and Inclusion Strategy has a clear objective to improve confidence and satisfaction amongst protected groups (Objective 3). This report will evidence results of recent survey data with examples of activity taking place to further improve confidence amongst the wider community.

In 2018 the NPCC launched their Diversity, Equality and Inclusion strategy with accompanying toolkits for forces to consider adopting (Objective 4). Essex Police adopted these and report healthy progress against each area, monitored through the Force Diversity and Inclusion Board, chaired by the Chief Constable.

The strategy's final objective is to improve inclusive culture (Objective 5) and detailed within section 5.0 of this report will show the considerable progress made in delivering face to face diversity and inclusion training to 6500 officers, staff, PCSO's and Specials. Having an inclusive workforce is vital to increasing representation across all the protected characteristics and training is crucial to this.

## **4.0 Introduction/Background**

Public Authorities are required to publish information to demonstrate their compliance with the general equality duty under the Equality Act 2010. In compliance with these regulations, Essex Police:

- Publish equality objectives every four years.
- Publish information annually to demonstrate compliance with the general Equality Duty.
- Publish information relating to our employees and others affected by our policies and practices (such as provide services to communities).

The specific duties require public bodies to prepare and publish one or more specific and measurable equality objective which will help to further the three aims of the Equality Duty.

Essex Police incorporate equality into our core business, create equal opportunities and develop good working relationships between different people. We are transparent about how we respond to the Equality Duty, as required by the Equality Act 2010 (Specific Duties) Regulations 2011.

Essex Police has set clear equality objectives in our Diversity, Equality, and Inclusion Strategy 2020-2025, to further the aims of the Equality Duty. During the period of this report (1 December 2021 – 31 May 2022) the equality objectives were:

1. Attract, recruit, progress and retain a more diverse workforce, that better reflects our communities, to improve confidence in Essex Police.
2. Narrow the disparity between protected groups and non-protected groups in respect of the use of police powers such as stops, searches and the use of force. Improve the experience of policing services without reducing the legitimate use of police powers to protect communities.
3. Increase satisfaction & confidence amongst protected groups, wider communities, and victims of crime. Tackle hate crime and address any complaints and concerns raised.
4. Adopt and advance the National Police Chiefs Council (NPCC) Diversity, Equality and Inclusion Strategy 2018-2025 and accompanying toolkits.
5. Improve inclusive culture through delivery of mandatory training, equality data analysis, equality and health impact assessment, and effective community engagement.

## **5.0 Current Work and Performance**

Objective 1 – Attract, recruit, retain and progress a more diverse workforce, that better reflects our communities, to improve confidence in Essex Police.

During this reporting period Essex Police has launched phase two of the police officer recruitment campaign 'We Value Difference' to attract more diversity into the force. The campaign tackles diversity and inclusion in its entirety. The campaign shows regardless of our sexuality, age, personality, or height, it is our values which define us and that these values are what Essex Police is most interested in.

During this period the Positive Action Team and Corporate Recruitment Team have undertaken a significant amount of outreach activity to promote policing as a career of choice. Activity has included recruitment events at numerous colleges such as

Harlow College, Bromford Sixth Form and King Harold Sixth form in Waltham Abbey. These are in conjunction with the many events held in local communities such as Grays, Southend, Colchester and bespoke events with the Muslim Sister Circle Group and Thurrock Nigerian Faith Group.

To support candidates from underrepresented groups, a Positive Action Programme has been developed to support those applying for the role of police officer. The programme includes a pre-application workshop to ensure wider reach of underrepresented groups who are less familiar with the process of joining. Pre-online assessment and senior interview workshops are held to support candidates understand the requirements of these processes and how to deliver their best evidence. The Force also offers a buddy scheme for applicants who wish to receive bespoke one-to-one support through the entire recruitment process. There currently 138 active buddies with 89 candidates currently receiving one-to-one support.

A priority for the force is to increase the number of Ethnic Minority officers and staff to be more reflective of the economically active population in Essex which on 2011 Census Data is 6.56%. Essex Police workforce representation is shown below:

Ethnic Minority employees				Black or Black British
	30/11/2021	31/05/2022	% change	31/05/2022
<b>Total Workforce</b>	<b>4.30%</b>	<b>4.28%</b>	<b>-0.03%</b>	<b>0.56%</b>
<b>Police</b>	4.11%	4.09%	-0.03%	0.39%
<b>Staff (exc PCSO)</b>	4.35%	4.39%	0.04%	0.78%
<b>PCSO</b>	0.91%	0.98%	0.07%	0.98%
<b>Specials</b>	6.16%	5.92%	-0.24%	0.66%

The above shows a slight decline in representation in ethnic minority officers and staff. Attrition is closely monitored through the Chief Officer Group 'Recruitment and Retention' paper. In this 6-month period, we have seen two ethnic minority officers transfer to other forces, one officer retire and seven resignations. All the resignations are reviewed for any common themes or organisational learning. Of the seven, there were no common themes. Reasons for leaving ranged from health reasons to change in personal circumstances. Only one stated they were 'unhappy at work and has other career aspirations'.

Essex Police has introduced a new 'Leavers Process' ensuring oversight, scrutiny and support to those thinking of leaving. A monthly 'Leavers Meeting' has also commenced with key stakeholders to identify trends, areas of concern and implement supportive mechanisms to ensure a robust process aimed at retaining the skills and diversity of our workforce.

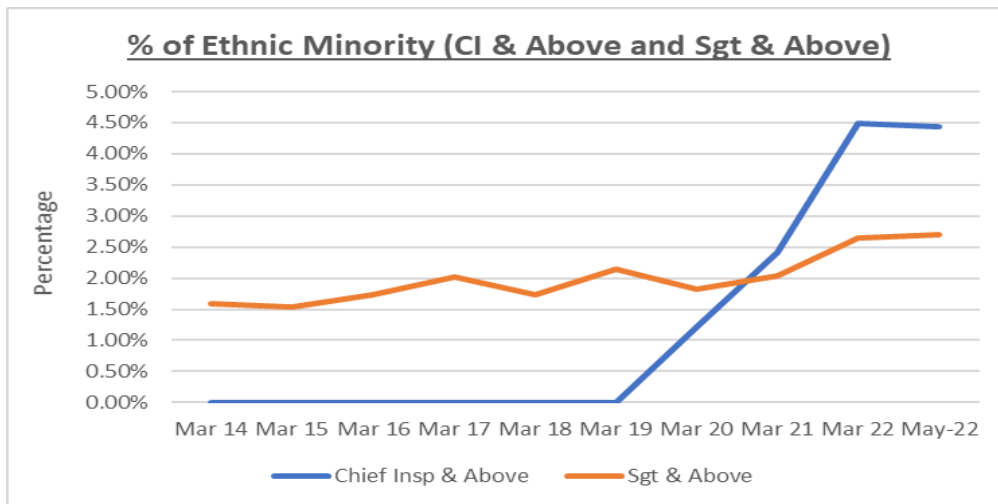
It should be noted that in March 2019, the percentage of ethnic minority officers was 2.6%. In the previous 3 years to this, the representation was 2.07%. This shows great progress in the last 3 years compared to 2016-2019.

A key aim for Essex Police is to increase the proportion of ethnic minority and female colleagues in specialist roles and leadership positions. Representation for the period November 2021 to May 2022 shows:

Ethnic Minority employees						
Rank	30/11/2021		31/05/2022		Difference	
	H'count	%	H'count	%	H'count	%
Chief Officer	0	0.00%	0	0.00%	0	0.00%
Chief Superintendent	1	10.00%	1	9.09%	0	-0.91%
Superintendent	1	3.85%	1	3.70%	0	-0.14%
Chief Inspector	2	4.00%	2	4.26%	0	0.26%
Inspector	3	2.01%	2	1.47%	-1	-0.54%
Sergeant	11	2.43%	13	2.73%	2	0.29%
Constable	111	4.21%	119	4.36%	8	0.14%
Student Constable	19	7.04%	9	5.45%	-10	-1.58%
<b>Force Total</b>	<b>148</b>	<b>4.11%</b>	<b>147</b>	<b>4.09%</b>	<b>-1</b>	<b>-0.03%</b>

Black or Black British	
31/05/2022	
H'count	%
0	0.00%
0	0.00%
1	3.70%
1	2.13%
0	0.00%
0	0.00%
10	0.37%
2	1.21%
<b>14</b>	<b>0.39%</b>

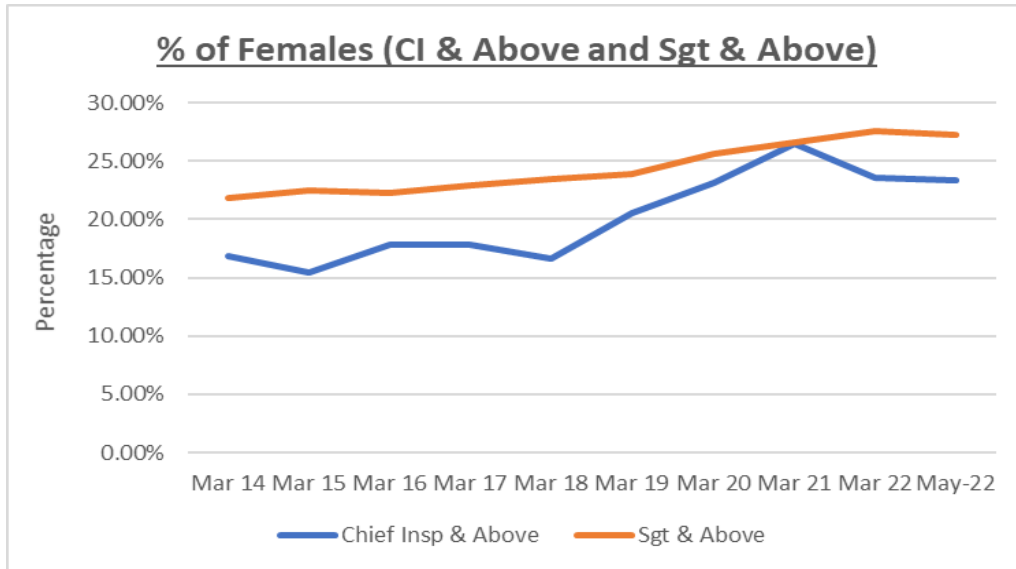
The following graph demonstrates the percentage of Chief Inspector and above and Sergeant and above from March 2014 to March 2022 and the current position as at 31<sup>st</sup> May 2022:



Female employees						
Rank	30/11/2021		31/05/2022		Difference	
	H'count	%	H'count	%	H'count	%
Chief Officer	2	33.33%	1	20.00%	-1	-13.33%
Chief Superintendent	3	30.00%	3	27.27%	0	-2.73%
Superintendent	7	26.92%	7	25.93%	0	-1.00%
Chief Inspector	11	22.00%	10	21.28%	-1	-0.72%
Inspector	39	26.17%	37	27.21%	-2	1.03%
Sergeant	126	27.88%	134	28.09%	8	0.22%
Constable	959	36.41%	1013	37.11%	54	0.70%
Student Constable	125	46.30%	84	50.91%	-41	4.61%
<b>Force Total</b>	<b>1272</b>	<b>35.36%</b>	<b>1289</b>	<b>35.83%</b>	<b>17</b>	<b>0.46%</b>

Black or Black British	
31/05/2022	
H'count	%
0	0.00%
0	0.00%
1	14.29%
0	0.00%
0	0.00%
0	0.00%
1	0.10%
0	0.00%
<b>2</b>	<b>0.16%</b>

Whilst there has been a reduction in the percentage of female Chief Inspectors & above on the timeframes listed above, the force has improved over a longer period. The below graph shows the percentage of female Chief Inspectors and above from March 2014 to March 2022 and the current position as at 31<sup>st</sup> May 2022:



As can clearly be seen from the tables above (Ethnic Minority employees), we are not representative in respect of ethnicity at all ranks other than Chief Superintendent, Chief Inspector and Constable/Student Constable. The same can be seen for female representation at all ranks except Constable/Student Constable. The Positive Action Team will work with internal stakeholders and continue to focus on this over the next reporting period, encouraging and supporting those from underrepresented groups to consider career development opportunities.

In 2022, several promotion processes have taken place. The Positive Action Team undertake activity to attract talented individuals from other forces to consider transferring to Essex as well as encouraging those internally from underrepresented groups to consider promotion. The team work with all local and national support networks and host virtual events for prospective applicants to hear more about Essex Police. Events held this year include promotion processes for Chief Superintendent, Superintendent, Inspector and Sergeant. The first two processes have proved successful and external candidates have been selected at these ranks. The new Chief Superintendent joined Essex Police on 13 June 2022. A start date for the Superintendent is yet to be agreed.

The Positive Action Team also hold internal events to encourage those from underrepresented groups to consider promotion. Events include Gender Progression events, interview preparation inputs and mock interviews. Internal candidates from underrepresented groups have seen successful candidates at each rank. Both the Chief Superintendent and Superintendent processes saw a female promoted. The Inspector process saw 14 females and 2 candidates from an ethnic minority background promoted. The Sergeants process showed similar success with 21 females promoted and 2 who identify as ethnic minority.

A further area of focus is to improve the confidence of officers and staff to self-declare sexual orientation, disability, and religion to better understand and reflect the diversity of the Force. This allows the force to better understand the demographics of our workforce to enable appropriate support systems to be in place.

The Positive Action Team, Diversity & Inclusion Team and Support Networks hold several events throughout the year to promote the networks and ensure the workforce are receiving the support and service they require. These events encourage those from underrepresented groups to declare their protected characteristic knowing they will be supported, included and able to be their true authentic self.

Events include to celebrate International Day for People with Disabilities, Men's Focus Group focussing on Men's Health, honouring Stephen Lawrence Day, and sharing of lived experiences to acknowledge Dementia Awareness week. The networks also work with external partners, an example being Police, Fire and Ambulance working together holding an event to mark International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) on 17 May 2022.

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Raising awareness of the support networks and in promoting inclusivity has resulted in an improved completion rate for many of the protected characteristics which is shown in the table below:

Diversity Category	Employee Group	Headcount & %'s 30/11/21 & 31/05/22				Diversity Category Completion Rates		
		H'Count as at 30/11/21	%	H'Count as at 31/05/22	% as at 31/05/22 & Direction of Travel vs 30/11/21	Completion Rate % as at 30/11/21 & Direction of Travel vs 31/03/21	Completion Rate % as at 31/05/22 & Direction of Travel vs 30/11/21	Completion Rate % as at 31/03/16 & Direction of Travel vs 31/05/22
<b>Gender:</b> Female	Officers	1272	35.36%	1289	35.83% ↑	100.00%	100.00% →	100.00% →
	Staff	1542	65.78%	1523	65.62% ↓	100.00%	100.00% →	100.00% →
	PCSOs	67	60.91%	65	63.73% ↑	100.00%	100.00% →	100.00% →
	Specials	178	35.39%	159	34.87% ↓	100.00%	100.00% →	100.00% →
<b>Self Declared Gender:</b> Prefer to Self Describe	Officers	2	0.06%	3	0.08% ↑	65.69%	67.20% ↑	-
	Staff	3	0.13%	4	0.17% ↑	67.79%	68.76% ↑	-
	PCSOs	0	0.00%	0	0.00% →	50.00%	47.06% ↓	-
	Specials	0	0.00%	0	0.00% →	78.53%	76.09% ↓	-
<b>Religion:</b> Declared a Religion	Officers	800	22.24%	801	22.26% ↑	62.19%	63.87% ↑	25.39% ↑
	Staff	681	29.05%	674	29.04% ↓	63.44%	64.41% ↑	32.06% ↑
	PCSOs	26	23.64%	22	21.57% ↓	48.18%	44.12% ↓	27.12% ↑
	Specials	153	30.42%	137	30.04% ↓	76.74%	74.35% ↓	28.23% ↑
<b>Ethnicity:</b> Ethnic Minorities	Officers	148	4.11%	147	4.09% ↓	100.00%	100.00% →	99.73% ↑
	Staff	102	4.35%	102	4.39% ↑	100.00%	100.00% →	99.41% ↑
	PCSOs	1	0.91%	1	0.98% ↑	100.00%	100.00% →	98.73% ↑
	Specials	31	6.16%	27	5.92% ↓	100.00%	100.00% →	99.46% ↑
<b>Sexuality:</b> Bisexual/Gay/Lesbian	Officers	165	4.59%	176	4.89% ↑	64.69%	66.26% ↑	26.16% ↑
	Staff	75	3.20%	79	3.40% ↑	66.42%	67.56% ↑	33.75% ↑
	PCSOs	5	4.55%	3	2.94% ↓	50.91%	47.06% ↓	26.69% ↑
	Specials	20	3.98%	19	4.17% ↑	78.33%	75.87% ↓	30.38% ↑
<b>Disability:</b> Yes	Officers	198	5.50%	203	5.64% ↑	32.67%	35.35% ↑	15.49% ↑
	Staff	201	8.58%	209	9.00% ↑	42.49%	44.77% ↑	24.69% ↑
	PCSOs	11	10.00%	9	8.82% ↓	24.55%	24.51% ↓	10.59% ↑
	Specials	4	0.80%	4	0.88% ↑	29.22%	31.30% ↑	26.88% ↑
<b>Nationality:</b> Declared Nationalities Excluding British	Officers	41	1.14%	43	1.20% ↑	98.80%	98.86% ↑	99.93% ↓
	Staff	42	1.79%	38	1.64% ↓	98.21%	98.23% ↑	99.90% ↓
	PCSOs	0	0.00%	0	0.00% →	100.00%	100.00% →	100.00% →
	Specials	15	2.98%	12	2.63% ↓	99.20%	98.91% ↓	97.31% ↑
<b>Marital Status:</b> Married or Civil Partnership	Officers	1253	34.83%	1235	34.32% ↓	57.85%	56.06% ↓	94.81% ↓
	Staff	940	40.10%	919	39.60% ↓	62.16%	61.35% ↓	83.72% ↓
	PCSOs	54	49.09%	52	50.98% ↑	83.64%	84.31% ↑	98.73% ↓
	Specials	41	8.15%	40	8.77% ↑	18.69%	19.78% ↑	61.29% ↓
<b>Age Grouping:</b>	Officers:	<b>18-24: 12.34% 25-39: 50.24% 40-54: 35.72% 55+: 1.70%</b>						
	Staff	<b>18-24: 5.67% 25-39: 32.25% 40-54: 34.77% 55+: 27.30%</b>						
	PCSOs	<b>18-24: 2.73% 25-39: 33.64% 40-54: 38.18% 55+: 25.45%</b>						
	Specials	<b>18-24: 27.04% 25-39: 46.72% 40-54: 20.28% 55+: 5.96%</b>						

As can be seen, there has been an increase if officers and staff declaring their gender, religion and sexuality but a slight decline in the same areas for PCSO's and Specials.



This reporting period has seen a decline in the number of officers and staff stating their marital status but an increase in the same area for PCSO's and Specials.

It is pleasing to see a 100% completion rate for self-declared ethnicity showing the workforce has confidence in declaring this area. The Diversity and Inclusion Team will be working with the Support Networks to promote the 'Safe to Say' campaign, encouraging the workforce to complete their additional personal diversity information.

Objective 2 - Narrow the disparity between protected and non-protected groups in respect of the use of police powers such as stop searches and the use of force.

Essex Police introduced an Equality, Diversity, Inclusion and Cohesion (EDIC) task and finish group to address a range of areas relating to disproportionality, chaired by a Chief Officer.

The purpose of the EDIC is to understand, address and where necessary set actions with reducing disproportionality in Essex with a focus on stop and search and use of force. The group is made up of senior leaders, operational police colleagues and key representatives from members of the public, local IAGs and young people. The group use data and activity produced for the forces 'Use of Force Board'.

To ensure legitimacy and transparency around the use of police powers, a Body Worn Video (BWV) Review Panel has convened to review clips of officers using stop and search powers in Essex. The panel consists of a diverse membership with representation from the Black, Jewish, and Transgender communities. Attendance is monitored to ensure the membership is fully representative of the community. The panel operates a feedback process to individual officers, not only to ensure officers are learning from each search conducted but also to highlight best practise and recognising officers who use their powers fairly, effectively, and respectfully to leave a positive impression on those subject to the search.

The panel have adopted a Procedural Justice Framework survey to provide feedback for the BWV clips viewed. The outcomes of each panel are reported to the Use of Force Board, EDIC Stop and Search Board and the Learning the Lessons Board to ensure learning is shared.

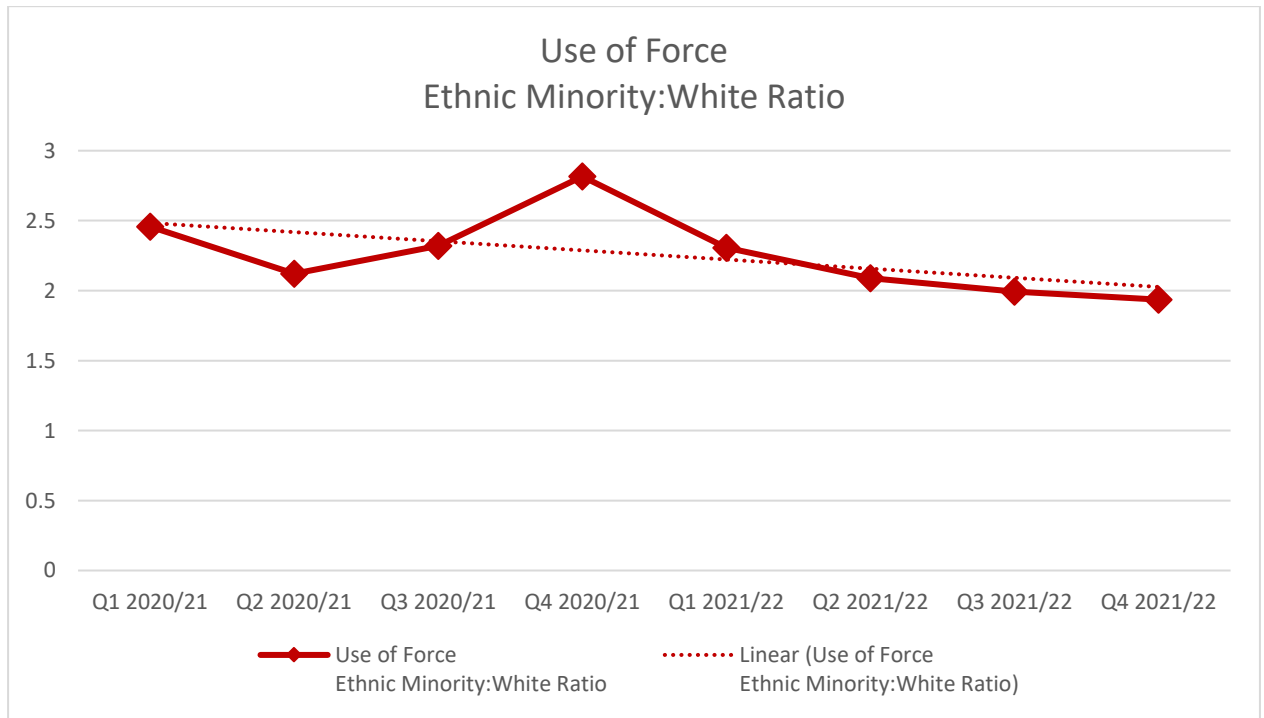
Use of Force<sup>1</sup>

Essex Police monitors the disproportionality in Use of Force on a regular basis and this data is reported in every quarter.

Q4 2021/22											
Use of Force per 1000 population.							Ratio to White				
	White	Mixed	Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group	Total Other than White	Mixed	Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group	Total Other than White
Force	2.79	2.39	3.04	10.17	10.82	5.43	0.86	1.09	3.65	3.88	1.95

The above table shows a breakdown of Use of Force incidents per 1,000 population and the ratio of various ethnicities to White people across the Force.

- As shown in the above table, Ethnic Minority individuals are 1.95 times more likely to have force used upon them than White individuals.



The above chart tracks the Use of Force Ethnic Minority to White ratio for Essex Police over the past two full financial years. Despite a spike in Q4 2020/21, there is a general downward trend in the ratio which is encouraging.

<sup>1</sup> The Use of Force data analysed in this report includes instances where multiple forms have been submitted in relation to the use of force against one subject. This is because one use of force form should be submitted by every officer who used force. Therefore, if three officers use force against one subject in relation to the same incident, three forms should be submitted, and the subject would appear three times in the data for that same incident.

Home Office data 2020/21			
Use of Force			
Force	Ratio Ethnic Minorities:White (White =1)	Force	Ratio Black:White (White =1)
Staffordshire	2.41	Sussex	10.28
Sussex	2.32	Staffordshire	7.87
Hertfordshire	2.31	Hampshire	6.65
<b>Essex</b>	<b>2.27</b>	Derbyshire	6.34
Derbyshire	1.80	Hertfordshire	4.98
Avon & Somerset	1.80	Leicestershire	4.89
Hampshire	1.54	<b>Essex</b>	<b>4.76</b>
Leicestershire	1.27	Avon & Somerset	3.59

There is no comparative Use of Force data that is published regularly, so the above table is based on Home Office data for the whole Financial Year 2020/21. The data for 2021/22 is not yet available, so it is not yet possible to ascertain whether the position of Essex within its MSG is improving.

Essex has the fifth lowest Ethnic Minority to White ratio for Use of Force, but the second lowest Black to White ratio. This shows we still require focus on Use of Force disparity and extensive work is already taking place through the Use of Force Board Chaired by a Chief Officer.

This work includes:

- Formal scrutiny of statistical data and analysis within Essex
- Consultive feedback on Use of Force within Essex
- Examine and improve the Use of Force in Essex

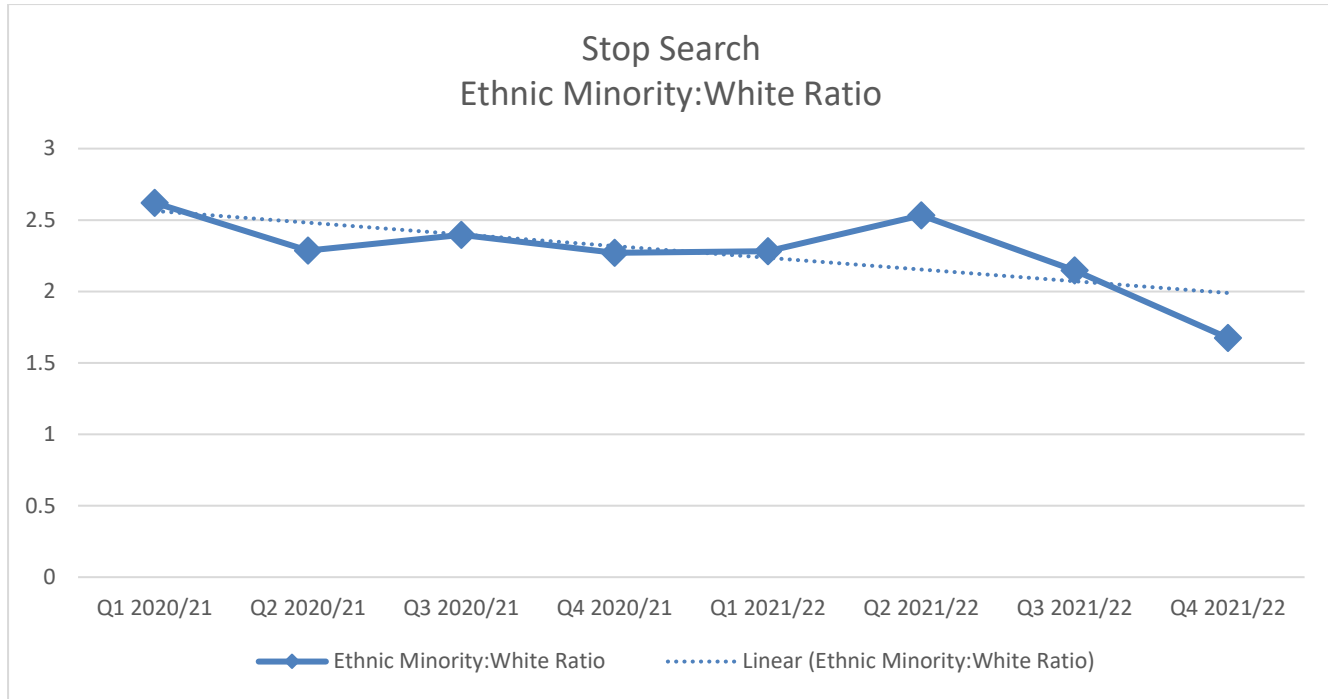
Stop and Search

Essex Police monitors the disproportionality in Stop Search on a regular basis and this data is reported on every quarter.

Q4 2021/22											
Stop and Search per 1000 population.							Ratio to White				
	White	Mixed	Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group	Total Other than White	Mixed	Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group	Total Other than White
Force	1.12	1.53	1.23	2.81	3.09	1.88	1.37	1.10	2.51	2.76	1.68

The above table shows a breakdown of stop and searches per 1,000 population and the ratio of various ethnicities to White across the Force.

- Ethnic Minority individuals are 1.68 times more likely to be stop and searched than White individuals in Essex.



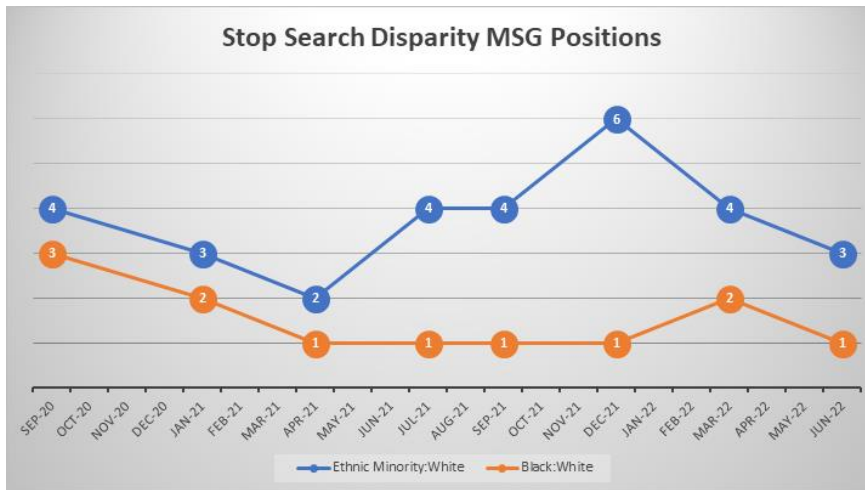
The above chart tracks the Stop Search Ethnic Minority to White ratio for Essex Police over the past two full financial years. There is a sustained downward trend in the ratio which is encouraging.

MSG data November 2021 - April 2022			
Stop and Search			
Force	Ratio Ethnic Minorities:White (White =1)	Force	Ratio Black:White (White =1)
Derbyshire	3.18	Sussex	8.63
Staffordshire	3.09	Hampshire	5.47
Sussex	2.69	Derbyshire	5.24
Avon & Somerset	2.62	Leicestershire	4.88
Hertfordshire	2.30	Avon & Somerset	4.83
<b>Essex</b>	<b>2.06</b>	Staffordshire	4.33
Hampshire	1.80	Hertfordshire	4.12
Leicestershire	1.57	<b>Essex</b>	<b>3.27</b>

Comparative data is available from the Police.uk website and covers a six-month period. The latest available data covers the period 1<sup>st</sup> November 2021 to 30<sup>th</sup> April 2022.

Essex has the third lowest Ethnic Minority to White ratio in stop and search compared to our MSG and lowest Black to White ratio. The table chart shows our position in the MSG since September 2020. It must be noted the MSG positions are dependent on variable that may be out of our control. For example, if other forces complete fewer stops in any given period, that will influence their disproportionality ratio. The chart shows the MSG position for both measures. For Black to White, Essex has consistently been in the lowest two in the MSG for the last seven periods;

Ethnic Minority to White ratio shows more volatility, but there is a current trend towards a better MSG position.



Objective 3 – Increase confidence and satisfaction amongst protected groups, wider communities, and victims of crime.

Extensive activity takes place across all commands to ensure confidence and satisfaction levels improve across many areas. To improve in this area, policing must be seen to act legitimately, ethically and are transparent in our activity and scrutiny.

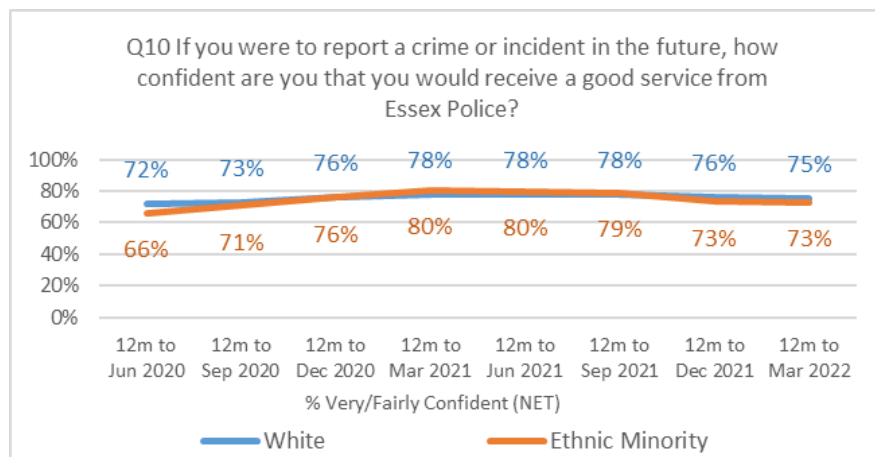
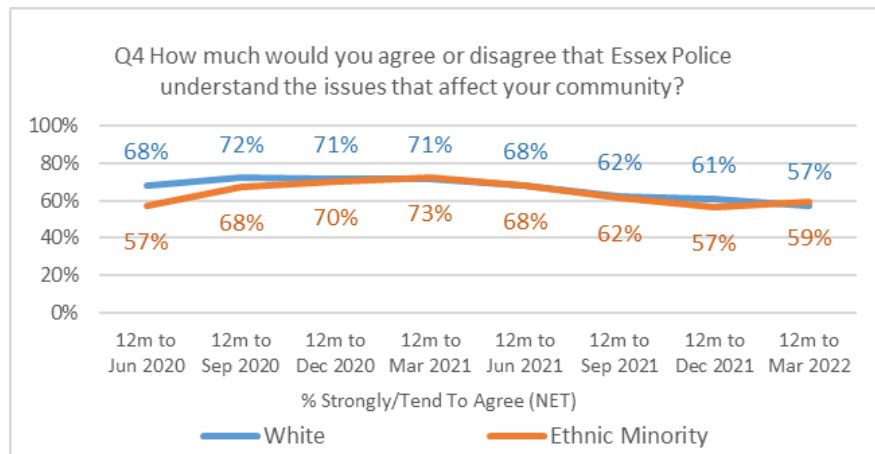
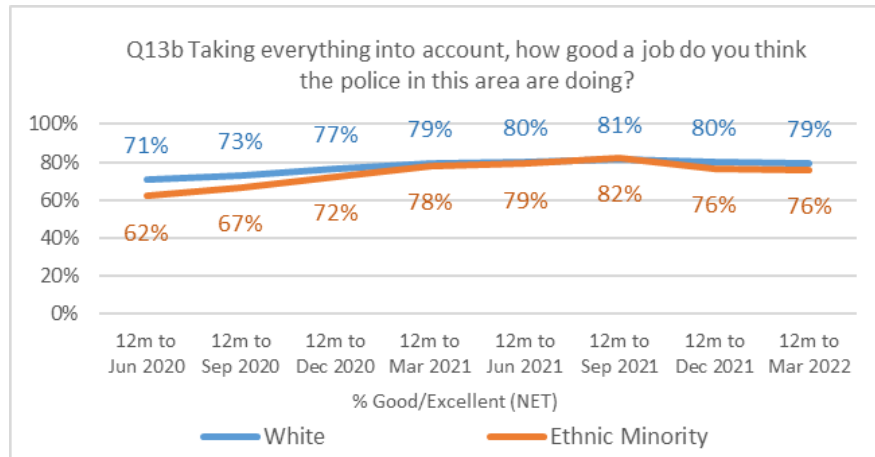
Examples of activity include, the South LPA carrying out regular reviews of public complaints and outcomes to monitor levels focusing on incivility and impoliteness, and circulated summaries of learning to improve awareness and understanding. Measures have been taken to improve the communications in the South LPA with the Haredi community, such as suggesting use of the “drop-box” facility as a means of contacting police as internet usage is not permitted at certain times. Along with the local authority, a working group has been established involving councillors, Essex Police, and representatives from the Haredi community. Any issues, tensions, and opportunities for engagement are discussed. The Community Safety Engagement Officers (CSEOs) also featured in a Haredi publication encouraging positive engagement and awareness.

Contact Management command have launched a Quality-of-Service internal process to review incidents from creation to completion. The initiative in the Force Control Room is aimed to provide a procedural justice review of the service to the public. The has been introduced to improve the victim’s journey and close the gap between Public Satisfaction and Victim Satisfaction. The command is looking at areas that need to improve from initial gradings of incidents to the THRIVE assessment to benefit the public in ensuring Essex Police deliver the required and appropriate response. The process will support staff in their decision making, provide learning opportunities and identify best practise.

Recent data across the key questions asked, is shown below:

Respondents were asked the following questions:

- “Taking everything into account, how good a job do you think the police in this area are doing?” (Q13b)
- “How much would you agree or disagree that Essex Police understand the issues that affect your community?” (Q4)
- “If you were to report a crime or incident in the future, how confident are you that you would receive a good service from Essex Police?” (Q10)



- Both White and Ethnic Minority respondents answered less positively to Q4 and Q10 in the 12 months to March 2022 compared to the same period in the previous year. In relation to Q13b, Ethnic Minority respondents answered less positively, and White respondents answered the same in the 12 months to March 2022 compared to the same period the previous year.
- Q13b: *“Taking everything into account, how good a job do you think the police in this area are doing?”*. 2% pts. decrease for Ethnic Minority respondents for the 12 months to March 2022 compared to the same period in the previous year. The confidence gap between White and Ethnic Minority respondents has increased to 3% pts., from a gap of 1% pt. for the same period in the previous year.
- Q4: *“How much would you agree or disagree that Essex Police understand the issues that affect your community?”*. All respondents showed a lower level of confidence (59% for Ethnic Minority respondents and 57% for White respondents) in the 12 months to March 2022 compared to the same period in the previous year. Confidence decreased by 14% pts. for all respondents over this period.
- Q10: *“If you were to report a crime or incident in the future, how confident are you that you would receive a good service from Essex Police?”*. Ethnic Minority respondents showed a slightly lower level of confidence (73%) compared to White respondents (75%) in the 12 months to March 2022; this is a decrease of 7% pts. compared to the same period the previous year. White respondents showed a decrease of 3% pts. compared to the same period the previous year. The disparity remained the same in the 12 months to March 2022 compared to the same period in the previous year. The level of confidence for Ethnic Minority respondents was 2% pts. lower compared to White respondents in the 12 months to March 2022, compared to 2% pts. higher compared to White respondents in the 12 months to March 2021.

Monitoring the confidence of Ethnic Minority people and the service they will receive from Essex Police is measured by the independent force survey<sup>2</sup>. There is currently no statistically significant difference between White and Ethnic Minority respondents in any of these general confidence questions about policing in Essex. There has been a small drop in confidence for all respondents in recent surveys. These falls have occurred across all groups. This implies that all people in Essex have similar general perceptions of Essex Police as an organisation and how good a job it does in relation to understanding of communities and providing a service. Any current issues or events which may affect general confidence in Essex Police have not had a disproportion influence on Ethnic Minorities perception.

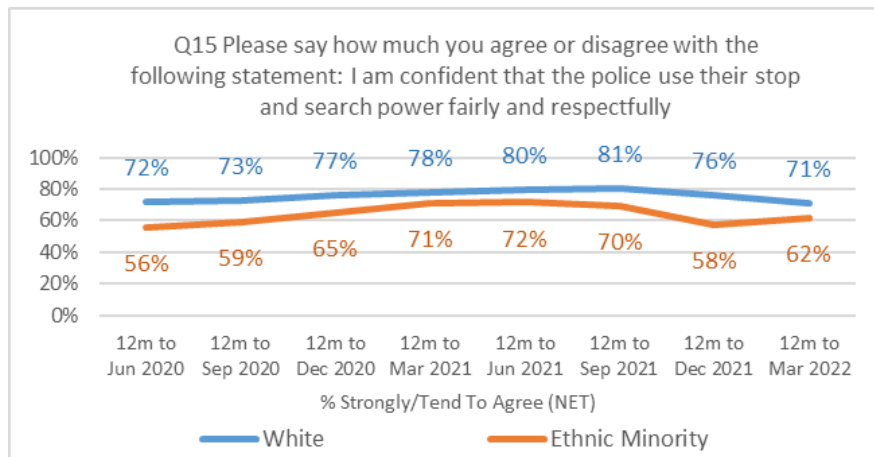
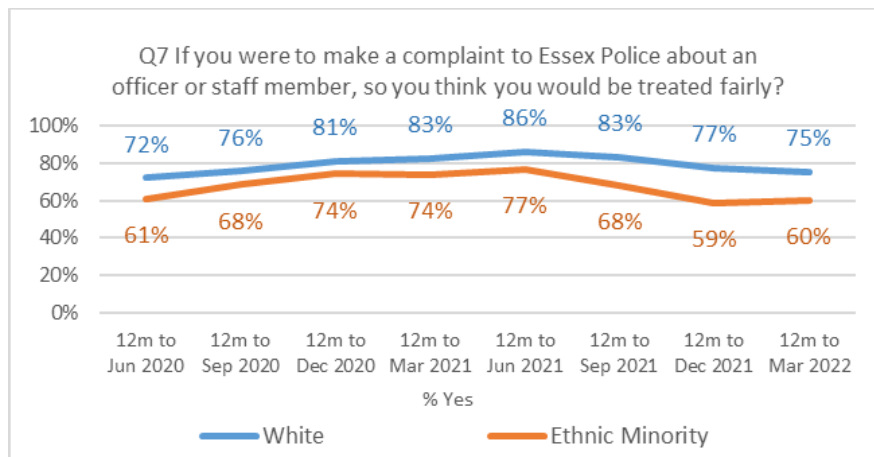
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<sup>2</sup> Data supplied by SMSR: Social & Market Strategic Research. Data to March 2022.

Increase the confidence of Ethnic Minorities, working to increase the number of those who feel they would be treated fairly if they made a complaint, as measured by the independent force survey

**Respondents were asked the following questions:**

- “If you were to make a complaint to Essex Police about an officer or staff member, do you think you would be treated fairly? (Q7)
- “Please say how much you agree or disagree with the following statement: I am confident that the police use their stop and search power fairly and respectfully” (Q15)



- All respondents answered less positively in the 12 months to March 2022 compared to the same period in the previous year to Q7 and Q15.
- Q7: “If you were to make a complaint to Essex Police about an officer or staff member, do you think you would be treated fairly?”. Ethnic Minority respondents’ confidence decreased by 14% pts. in the 12 months to March 2022 compared to



a decrease of 8% pts. for White respondents. The disparity increased from 9% pts. to 15% pts. compared to the same period in the previous year.

- Q15: *“Please say how much you agree or disagree with the following statement: I am confident that the police use their stop and search power fairly and respectfully”*. Ethnic Minority respondents’ confidence decreased by 9% pts. in the 12 months to March 2022 compared to a decrease of 7% pts. for White respondents. The disparity increased from 7% pts. to 9% pts. compared to the same period in the previous year.

An example of activity undertaken to improve public confidence and satisfaction can be seen on the South LPA. An initiative has been introduced whereby Body Worn Footage of stop and searches are reviewed every month across the LPA. 10 clips are chosen at random and reviewed by Inspectors (4 from Basildon, 4 from Southend, and 2 from Castle Point & Rochford), and then 4 of these will be subject to panel scrutiny. The panel is Chaired by a member of the Command Team, supported by the LPA Stop & Search Lead (Insp Peterson) with a variety of other staff and members of the IAG. Where areas of concerns/success are highlighted, and lessons learned, feedback is provided to officers. The boards have been well received, with many examples of good practice identified.

Discussion of stop & search is a standing agenda item at the LPA’s IAGs. Recent meetings have included a discussion around the procedure of apologising/thanking people for their time after a negative stop search. The group have also heard from a male who was stop/searched and red dotted to attend a meeting to talk about his experience. Stop and search review meetings are being held frequently where BWV clips are reviewed of stop and searches to identify any learning.

#### Objective 4 - Adopt and Advance the NPCC Diversity, Equality and Inclusion Strategy 2018-2025 and accompanying toolkits.

The NPCC/APCC Policing vision 2025 states that (by 2025) policing will be a profession with a more representative workforce that will align the right skills, powers, and experiences to meet challenging requirements. The delivery plan produced was a template for Chief Constables to provide leadership and cultural change to deliver NPCC/APCC Vision 2025. The delivery plan sets out the key components to successfully achieving the vision by focussing on:

- Leadership and culture
- Attraction/recruitment
- Retention
- Progression
- Wellbeing and fulfilment
- Exit from service with dignity

There are 4 toolkits in total, broken down into 9 areas on the online action tracker:

1. Our Leadership and Culture (NPCC Workforce Representation - Attraction, Recruitment, Progression and Retention Toolkit)

2. Attraction and Recruitment (NPCC Workforce Representation - Attraction, Recruitment, Progression and Retention Toolkit)
3. Retention (NPCC Workforce Representation - Attraction, Recruitment, Progression and Retention Toolkit)
4. Progression (NPCC Workforce Representation - Attraction, Recruitment, Progression and Retention Toolkit)
5. Wellbeing and Fulfilment (NPCC Workforce Representation - Attraction, Recruitment, Progression and Retention Toolkit)
6. Exit from service with dignity (NPCC Workforce Representation - Attraction, Recruitment, Progression and Retention Toolkit)
7. NPCC Our Communities Toolkit
8. NPCC Our Organisation Toolkit
9. NPCC Our Partners Toolkit

Toolkit area	Actions started January 2022	Completed Actions to date	Actions not started	Total of Actions per toolkit area
1	11	5	2	18
2	26	13	9	48
3	9	0	0	9
4	7	0	1	8
5	4	0	0	4
6	10	0	0	10
7	8	1	0	9
8	8	1	2	11
9	6	0	2	8
<b>Total</b>	<b>85</b>	<b>20</b>	<b>20</b>	<b>125</b>

The Diversity and Inclusion Team are responsible for ensuring progress is achieved against each action. Essex Police have chosen to adopt this national toolkit and included the delivery of it within the Diversity and Inclusion Strategy. Suggestions within the toolkit ensure the force is inclusive through all aspects of policing and enables the force to evidence activity across each area.

Delivery against these actions is monitored through the Force Diversity and Inclusion Board chaired by the Chief Constable.

Objective 5 – Improve inclusive culture and increase awareness and understanding of diversity and equality

Diversity, equality, and inclusion training is being delivered to every officer, staff member and volunteer as part of the commitment to the force Diversity, Equality, and Inclusion Strategy 2020-2025.

The training was launched on 14 July 2021 and was called 'Leading Difference and Inclusion. This training focussed on the leader's cohort (Sergeant and police staff equivalent and above) between July 2021 and January 2022. The training for the wider workforce commenced 17 January and will run through to November 2022.

- **Phase 1** has concluded and has provided training for around 1,400 leaders. This has been delivered in two modules with a commitment to embedding change through an action plan captured via a PDR objective. Ten supporting videos and 18 podcasts will be launched in the latter half of 2022.
- **Phase 2** provides training for around 5,200 of the general workforce between January - November 2022. This is being delivered in one module. To date 2202 officers/staff and volunteers have already attended the training.
- **Phase 3** will create an annual refresher online package for use from December 2022.

Workplace Charters play a leading role in changing attitudes for the better. It promotes changes in behaviour and cultures in the workplace, networks, and communities, and reaps the benefits of inclusive recruitment practices. Workplace Charters also helps the workforce, communities and other stakeholders identify our commitment to equality in the workplace. It also serves to assist Essex Police to recruit and retain great people, and:

- draw from the widest possible pool of talent
- secure high-quality staff who are skilled, loyal, and hard working
- improve employee morale and commitment by demonstrating that you treat all employees fairly

To evidence our strong commitment to disability inclusion, Essex Police evidenced extensive activity when applying to become a Disability Confident Leader. Following an independent validation of the self-assessment by the Business Disability Forum, we were awarded the Level 3 status. An excellent achievement and testament to the focus and work in this important area to be an inclusive employer.

A key workstream for the Force has been to develop a diversity dashboard to monitor our progress against our objectives. To this end, the Performance Analysis Unit (PAU) have developed a Diversity Dashboard within Power BI. This interactive dashboard allows users to review the volumes and trends relating to several aspects of crime investigations and how those from an ethnic minority are affected compared to those who are White. The areas covered include Victims, Suspects, Arrests, Outcomes, DA, Hate Crime, Honour Based Crime, Racial Crime, Sexual Offences and Community Resolutions. Within each of the tabs within Power BI, users can add filters to understand what is happening within each Local Policing Area (LPA) and District and can review a period of their choosing; users can also attain statistics and breakdowns for different outcomes and age bands, for example. Separate and

similar interactive dashboards for Stop and Search and Use of Force have also been built within Power BI; these are now delivered monthly for all to access.

A further commitment made by the Chief Constable in Essex Police's Diversity, Equality and Inclusion Strategy was to host an annual conference. The 'Towards Excellence' conference took place on 31 May 2022. The conference had three themes of Our Organisation, Our Partners and Our Communities. The conference allowed us to make our partners and the public aware that we have, and are proud of, our values to embrace diversity, equality and inclusion and service excellence, both in policy and action. The day also looked at in-house achievements to date, but more importantly, looked ahead at future activity that will evidence that we are an anti-racist, inclusive force of policing excellence.

Feedback from delegates included how helpful and insightful the event was. Many created new connections with partners and communities. Delegates felt the range of guest speakers was balanced and thought the workshops and Q&A session was useful. Many enjoyed being given a greater insight into the workings of Essex Police and the work that goes into keeping the people of Essex safe and the extensive efforts into engaging with communities.

## **6.0 Implications (Issues)**

Not applicable.

## **6.1 Links to Police and Crime Plan Priorities**

Ensuring the force is fully inclusive, cohesive, and diverse is a key ambition and directly links to 'Supporting our officers and staff' as detailed in the narrative of the Police and Crime Plan. Having an inclusive culture will encourage those from diverse backgrounds to consider a career in policing so that people from all segments of our community can aspire to serve the public through the services policing provides.

Recruitment numbers remain strong, and the representation of ethnic minority officers and female officers continues to increase with current proportions of ethnic minority officers at the highest ever levels. Having a workforce that is representative of our communities will give the force a broader range of skills, knowledge and experience that can positively contribute towards the priorities and improve trust and confidence in policing.

## **6.2 Demand**

Not applicable.

## **6.3 Risks/Mitigation**

There are no risks identified that would impact Essex Police duty to report against the Equality Act in accordance with our Statutory Duty.

## **6.4 Equality and/or Human Rights Implications**

Activity undertaken and reported on directly impacts Essex Police strategic aim to be a fully inclusive, anti-discriminatory organisation.

The Chief Constable continues to chair the Force Diversity and Inclusion Board with separate command level boards in place across the organisation. This ensures leadership and governance for implementing the Diversity, Equality, and Inclusion Strategy at a local level.

#### **6.5 Health and Safety Implications**

Not applicable

#### **7.0 Consultation/Engagement**

Diversity & Inclusion Team  
HR Organisational Management  
Performance Analysis Unit  
Contact Management

#### **8.0 Actions for Improvement**

No areas identified with reference to the Equality Duty Act.

#### **9.0 Future Work/Development and Expected Outcome**

Work will continue to attract, recruit, retain and progress a more diverse workforce across the force but with clear focus from the Positive Action Teams and Diversity & Inclusion Teams. Further events include the Positive Action Roadshow, delivering inputs to over 100 educational establishments across Essex and attendance at community events to build trust and confidence and enhance relationships with diverse communities.

The Diversity & Inclusion Team will also coordinate activity through the Support Networks to improve the inclusive culture of the workforce ensuring all can be their true authentic self. The team are also in the process of recruiting a Multi Faith Coordinator to build relationships with all faith groups across the county and provide pastoral support within the organisation.