

## 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>
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<b>Chief Officer:</b>	<b>Mr Richard Leicester</b>
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<b>Report from:</b>	<b>Essex Police</b>
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<b>COG meeting date / date of approval (Please indicate whether paper presented to COG or not)</b>	<b>14 December 2022 (for noting)</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 for the period 1<sup>st</sup> April 2022 to 30<sup>th</sup> September 2022. For the board also to note that Essex Police, in producing objectives against the Diversity, Equality and Inclusion Strategy have met its legal requirement under the Equality Act. Essex Police also produce an annual Statutory Duty Report which was last published in January 2022 covering period 2020/21 complying with its legal obligations. Future reports will be quarterly.

## **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 24<sup>th</sup> May 2022 launch of the NPCC Police Race Action Plan has been warmly embraced by Essex Police as a further opportunity to help address our 'narrowing disparity' objective.

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 all 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 April 2022 – 30 September 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 continued 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.

'We Value Difference' is a continuous recruitment narrative and has been active in some form since the launch of the first official campaign in September 2020. Since the second phase of the campaign was launched in January 2022, we have continued to align the narrative to our different recruitment strands.

### **Police Officers**

We continued with our approved recruitment marketing channel plan to reach and encourage people from all backgrounds to join as officers. For quarter 1 (April, May, and June) we received 451 applications, 46 from ethnic minority backgrounds (10.2%) and 170 from females (37.7%). For quarter 2 (July, August and September) we received 574 applications, 77 from ethnic minority backgrounds (13.4%) and 257 from females (44.8%). Main advertising tactics were:

- Google adverts
- Facebook sponsored adverts
- ITV Hub
- Online Display
- Retargeted marketing
- Spotify adverts
- YouTube adverts

### **Publications**

We continued to explore specialist diverse publications and events to promote 'We Value Difference'. We advertised during the India cricket tests on Lyca Radio in London throughout May and June and we continued to tell the stories of our diverse colleagues in new and interesting ways. A recent example of this is PS Anokhi Chouhan on BBC Bitesize, to encourage the next generation of police officers to join.

### **Force Control Room**

A recruitment campaign called 'Would you know what to do' was launched in May to recruit more call handlers into the Force Control Room (FCR). The campaign consisted of a press release and web article, social media campaign, radio advert, and sponsored Facebook and Instagram posts. Content included new branded designs bespoke to FCR and several case studies of call handlers from a range of backgrounds were used to show how we value difference.

On average FCR were receiving 11 applications a week (April). From May 26 (campaign launch) to end of June, we received more than 4,200 website views to the call handler page and 209 applications. Our campaign reached more than 36,200 people across social media.

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 attending the Festival of Diversity, a two-day community event in Colchester hosted by the Mayor. They have presented to the Muslim Sister Circle in Tendring and attended a Southend United football match to promote recruitment and educate attendees on Hate Crime offences.

Between 28 June and 1 July 2022, the Operational Policing Command (OPC) led a four-day virtual roadshow intended for primary and secondary school children from across the County of Essex. OPC worked with the Positive Action Team to deliver messages regarding safeguarding, county lines, knife crime and promoting policing as a rewarding career. Roles for police staff and officers were discussed alongside the various routes into policing. This event attracted a very diverse audience with circa 3000 young people attending the sessions across the four days.

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		
	31/03/2022	30/09/2022	% Change	31/03/2022	30/09/2022	% Change
<b>Total Workforce</b>	<b>4.36%</b>	<b>4.17%</b>	<b>-0.20%</b>	<b>0.59%</b>	<b>0.54%</b>	<b>-0.05%</b>
Officers	4.17%	4.03%	-0.14%	0.41%	0.38%	-0.03%
Staff	4.48%	4.34%	-0.14%	0.81%	0.74%	-0.07%
PCSO	0.97%	0.97%	0.00%	0.97%	0.97%	0.00%
Specials	6.02%	5.28%	-0.75%	0.86%	0.75%	-0.11%

The above shows a slight decline in representation in ethnic minority proportions across all employee groups with the exception of PCSOs who have remained static. Attrition is closely monitored through the Quarterly Chief Officer Group and PFCC HR Update. In this 6-month period, we have seen one ethnic minority officer transfer to another force, two officers retire and eight resign. All the resignations are reviewed for any common themes or organisational learning. Of the eleven, there were no common themes. Whilst there have been more leavers this year, a range of reasons have been provided and there is no specific trend as to why ethnic minority officers are leaving. Reasons include financial, unhappy at work, personal circumstances, shift pattern and aspirational.

With regards to force level officer representation, there are currently 148 ethnic minority officers (4.03%) as at 30 September 2022. This is a minor reduction when compared to the position as of 31 March 2022 (152 or 4.17%). It should be noted that, whilst 4.03% is a reduction the current force proportion of 4.03% is higher than any other previous end of financial year, with the exception of 31 March 2022.

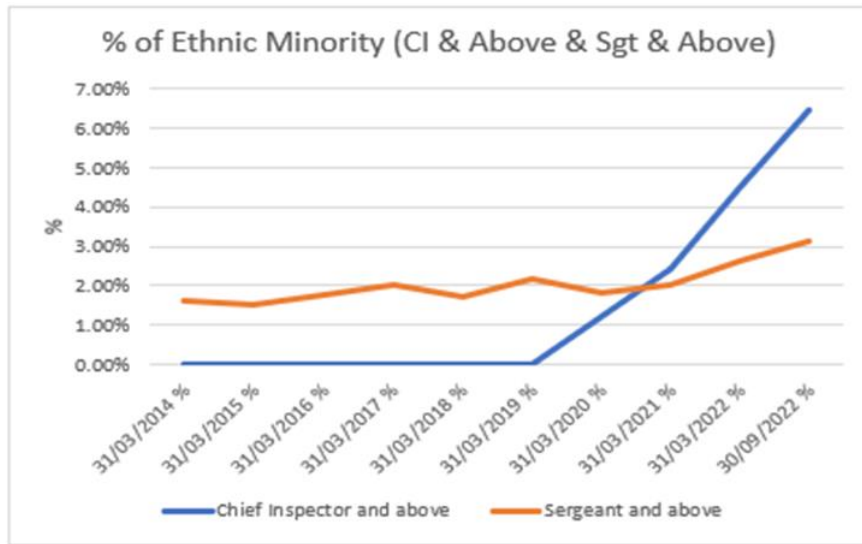
The current proportion of 4.03% is 2.53 percentage points under the economically active population of Essex (6.56%).

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 March 2022 to September 2022 shows:

Rank	Ethnic Minority Officers					
	31/03/2022		30/09/2022		Difference	
	H'Count	%	H'Count	%	H'Count	%
Chief Officer		0.00%		0.00%	0	0.00%
Chief Superintendent	1	10.00%	2	15.38%	1	5.38%
Superintendent	1	3.45%	2	6.90%	1	3.45%
Chief Inspector	2	4.44%	2	4.35%	0	-0.10%
Inspector	2	1.41%	4	2.67%	2	1.26%
Sergeant	12	2.67%	12	2.59%	0	-0.07%
Constable	118	4.34%	117	4.35%	-1	0.01%
Student Constable	16	6.53%	9	3.25%	-7	-3.28%
<b>Grand Total</b>	<b>152</b>	<b>4.17%</b>	<b>148</b>	<b>4.03%</b>	<b>-4</b>	<b>-0.14%</b>

Rank	Black or Black British					
	31/03/2022		30/09/2022		Difference	
	Black	% Black	Black	% Black	H'Count	%
Chief Officer		0.00%		0.00%	0	0.00%
Chief Superintendent		0.00%		0.00%	0	0.00%
Superintendent	1	3.45%	1	3.45%	0	0.00%
Chief Inspector	1	2.22%	1	2.17%	0	-0.05%
Inspector		0.00%		0.00%	0	0.00%
Sergeant		0.00%	1	0.22%	1	0.22%
Constable	9	0.33%	8	0.30%	-1	-0.03%
Student Constable	4	1.63%	3	1.08%	-1	-0.55%
<b>Grand Total</b>	<b>15</b>	<b>0.41%</b>	<b>14</b>	<b>0.38%</b>	<b>-1</b>	<b>-0.03%</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 30 September 2022:

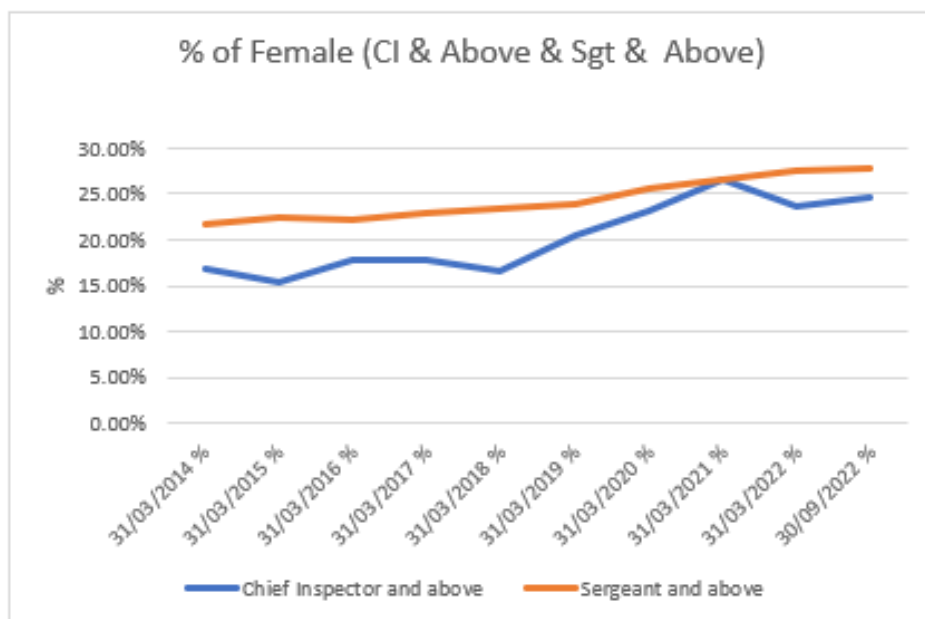


Rank	Female Officers					
	31/03/2022		30/09/2022		Difference	
	HC	%	HC	%	H'Count	%
Chief Officer	1	20.00%	1	20.00%	0	0.00%
Chief Superintendent	3	30.00%	3	23.08%	0	-6.92%
Superintendent	8	27.59%	7	24.14%	-1	-3.45%
Chief Inspector	9	20.00%	12	26.09%	3	6.09%
Inspector	39	27.46%	46	30.67%	7	3.20%
Sergeant	128	28.44%	128	27.65%	0	-0.80%
Constable	1000	36.78%	1006	37.38%	6	0.61%
Student Constable	118	48.16%	127	45.85%	9	-2.31%
<b>Grand Total</b>	<b>1306</b>	<b>35.83%</b>	<b>1330</b>	<b>36.20%</b>	<b>24</b>	<b>0.37%</b>

Rank	Female Officers: Black or Black British					
	31/03/2022		30/09/2022		Difference	
	Black	% Black	Black	% Black	H'Count	%
Chief Officer		0.00%		0.00%	0	0.00%
Chief Superintendent		0.00%		0.00%	0	0.00%
Superintendent	1	3.45%	1	3.45%	0	0.00%
Chief Inspector		0.00%		0.00%	0	0.00%
Inspector		0.00%		0.00%	0	0.00%
Sergeant		0.00%	1	0.22%	1	0.22%
Constable	2	0.07%		0.00%	-2	-0.07%
Student Constable		0.00%		0.00%	0	0.00%
<b>Grand Total</b>	<b>3</b>	<b>0.08%</b>	<b>2</b>	<b>0.05%</b>	<b>-1</b>	<b>-0.03%</b>

There has been an increase in the overall proportion and headcount of female officers since 31 March 2022 which has also seen an increase in the percentage of female Sergeants & above within the same 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 30 September 2022.

For information, the current proportion of 36.20% is higher than any previously recorded end of financial year position and the current headcount (1330) is the highest ever on record.



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 and Superintendents. 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 quarter 1 and quarter 2 of 2022/23, 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 in this reporting period include promotion processes for Superintendent, Chief Inspector, Inspector and Sergeant. The results of each process are as follows:

Superintendent - May 2022:

- 18 candidates entered the process
- 1 candidate was from an ethnic minority background and was successful
- 2 candidates were female, 1 was successful
- Overall, 10 candidates were successful, a pass rate of 55.56%

Inspectors - May 2022:

- 50 candidates entered the process
- 4 candidates were from an ethnic minority background and 2 were successful
- 19 candidates were female and 14 were successful
- Overall, 31 candidates were successful, a pass rate of 62%

Chief Inspectors - July 2022:

- 16 candidates entered the process
- 2 candidates were from an ethnic minority background and 1 was successful
- 3 candidates were female and all 3 were successful
- Overall, 11 candidates successful, a pass rate of 68.75%

Sergeants - July/August 2022:

- 43 candidates entered the process
- 1 candidate was from an ethnic minority background but was unsuccessful
- 19 candidates were female and 16 were successful
- Overall, 33 candidates were successful, a pass rate of 76.74%



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 us 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 honouring Stephen Lawrence Day, Police, Fire and Ambulance working together holding an event to mark International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) on 17 May 2022 and a series of events throughout the summer for Pride. The most recent weeklong programme of activity took place at the end of September to promote National Inclusion Week.

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:

OFFICIAL

Diversity Category	Employee Group	Headcount & %'s 31/03/22 & 30/09/22				Diversity Category Completion Rates		
		H'Count as at 30/09/22	% as at 30/09/22 & Direction of Travel vs 31/03/22	Headcount as at 31/03/22	Position as at 31/03/22	Completion Rate % as at 30/09/22 & Direction of Travel vs 31/03/22	Completion Rate % - 31/03/22	Completion Rate % - 31/03/21
<b>Gender:</b> Female	Officers	1330	36.20% ↑	1306	35.83%	100.00% →	100.00% →	100.00%
	Staff	1532	66.49% ↑	1537	65.63%	100.00% →	100.00% →	100.00%
	PCSOs	68	66.02% ↑	65	63.11%	100.00% →	100.00% →	100.00%
	Specials	133	33.42% ↓	159	34.19%	100.00% →	100.00% →	100.00%
<b>Self Declared Gender:</b> Prefer to Self Describe	Officers	4	0.11% ↑	2	0.05%	68.56% ↑	66.99% ↑	62.27%
	Staff	4	0.17% →	4	0.17%	70.07% ↑	68.40% ↑	63.57%
	PCSOs	0	0.00% →	0	0.00%	49.51% ↑	47.57% ↓	48.18%
	Specials	0	0.00% →	0	0.00%	74.87% ↓	77.14% ↑	77.02%
<b>Religion:</b> Declared a Religion	Officers	819	22.29% ↓	815	22.36%	65.41% ↑	63.64% ↑	58.78%
	Staff	666	28.91% ↑	676	28.86%	65.81% ↑	64.09% ↑	58.91%
	PCSOs	25	24.27% ↑	23	22.33%	47.57% ↑	44.66% ↓	45.45%
	Specials	126	31.66% ↑	144	30.97%	72.86% ↓	75.43% ↑	74.76%
<b>Ethnicity:</b> Ethnic Minorities	Officers	158	4.30% ↑	152	4.17%	100.00% →	100.00% →	100.00%
	Staff	100	4.34% ↓	105	4.48%	100.00% →	100.00% ↑	99.96%
	PCSOs	1	0.97% →	1	0.97%	100.00% →	100.00% →	100.00%
	Specials	21	5.28% ↓	28	6.02%	100.00% →	100.00% →	100.00%
<b>Sexuality:</b> Bisexual/Gay/Lesbian	Officers	181	4.93% ↑	173	4.75%	67.64% ↑	66.03% ↑	61.16%
	Staff	84	3.65% ↑	80	3.42%	68.85% ↑	67.21% ↑	62.08%
	PCSOs	3	2.91% →	3	2.91%	49.51% ↑	47.57% ↓	49.09%
	Specials	16	4.02% ↓	21	4.52%	74.62% ↓	76.92% ↑	76.84%
<b>Disability:</b> Yes	Officers	223	6.07% ↑	200	5.49%	38.54% ↑	35.26% ↑	26.32%
	Staff	206	8.94% ↓	210	8.97%	46.94% ↑	44.06% ↑	36.43%
	PCSOs	12	11.65% ↑	9	8.74%	29.13% ↑	23.30% ↑	17.27%
	Specials	3	0.75% ↓	4	0.86%	35.43% ↑	30.56% ↑	17.89%
<b>Nationality:</b> Declared Nationalities Excluding British	Officers	48	1.31% ↑	43	1.18%	98.72% ↓	98.88% ↑	98.80%
	Staff	40	1.74% ↑	40	1.71%	98.39% ↑	98.21% →	98.20%
	PCSOs	0	0.00% →	0	0.00%	100.00% →	100.00% →	100.00%
	Specials	11	2.76% ↓	14	3.01%	98.74% ↓	98.93% ↑	98.87%
<b>Marital Status:</b> Married or Civil Partnership	Officers	1230	33.48% ↓	1240	34.02%	54.19% ↓	55.99% ↓	60.07%
	Staff	906	39.32% ↓	928	39.62%	60.56% ↓	61.49% ↓	63.83%
	PCSOs	52	50.49% ↓	53	51.46%	82.52% ↓	85.44% ↓	90.00%
	Specials	37	9.30% ↑	40	8.60%	21.11% ↑	19.66% ↑	18.83%
<b>Age Grouping:</b>	Officers:	<b>18-24: 12.22%</b>	<b>25-39: 50.71%</b>	<b>40-54: 35.38%</b>	<b>55+: 1.69%</b>			
	Staff	<b>18-24: 5.60%</b>	<b>25-39: 31.25%</b>	<b>40-54: 34.81%</b>	<b>55+: 28.39%</b>			
	PCSOs	<b>18-24: 1.94%</b>	<b>25-39: 32.04%</b>	<b>40-54: 37.86%</b>	<b>55+: 28.16%</b>			
	Specials	<b>18-24: 19.85%</b>	<b>25-39: 47.49%</b>	<b>40-54: 25.38%</b>	<b>55+: 7.29%</b>			

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

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

Use of Force<sup>1</sup>

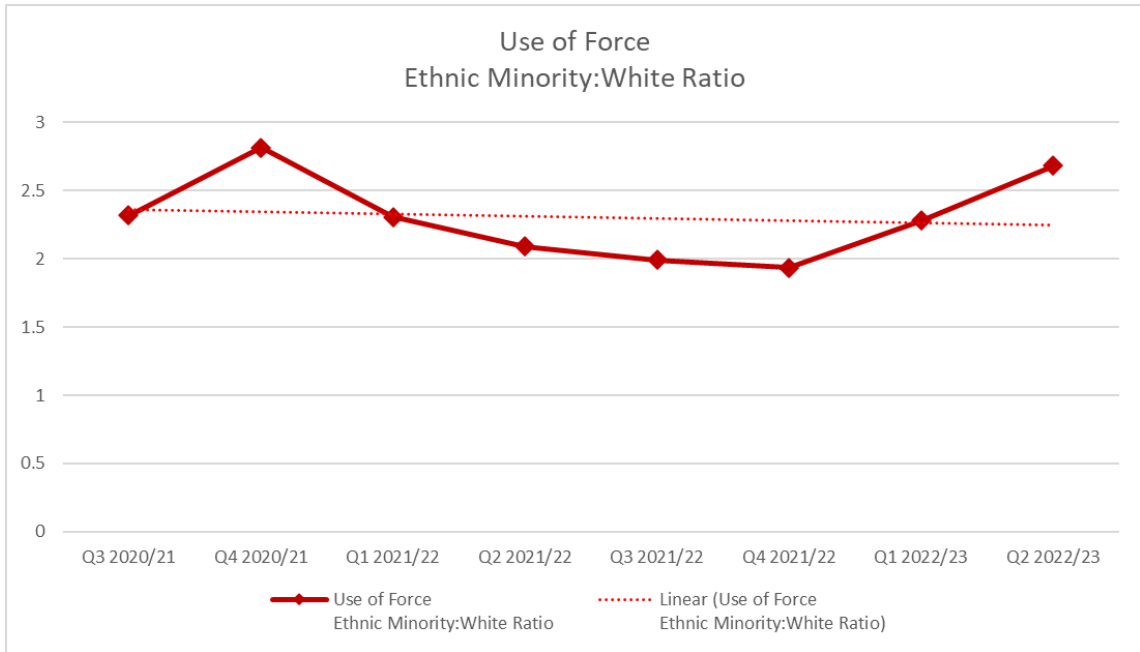
Essex Police monitors the disproportionality in Use of Force on a regular basis and this data is reported in every quarter.

Quarter 2 2022/23											
	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 Ethnic Minorities	Mixed	Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group	Total Ethnic Minorities
Force	2.68	3.08	3.6	14.31	13.07	7.17	1.15	1.34	5.34	4.88	2.68

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 2.68 times more likely to have force used upon them than White individuals.
- It is envisaged that the implementation of the newly launched Police Race Action Plan will help to focus and develop solutions to the racial disparity. Essex Police is one of the chosen 'icebreaker' forces.
- Essex Police's D&I Manager presented on Trust and Confidence at the NPCC National Diversity Conference. Stop searches and community buy-in were part of the presentation.

<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.



The above chart tracks the Use of Force Ethnic Minority to White ratio for Essex Police over the past two full financial years. There has been an uptick in the ratio over the last two quarters resulting in the overall trend being stable.

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

Nationally comparisons for Use of Force data are published annually, 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 an updated judgement on whether Essex's position within the MSG is improving cannot be made.

Essex has the fifth lowest Ethnic Minority to White ratio for Use of Force, but the second lowest Black to White ratio. This shows focus is still required on Use of Force disparity. 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

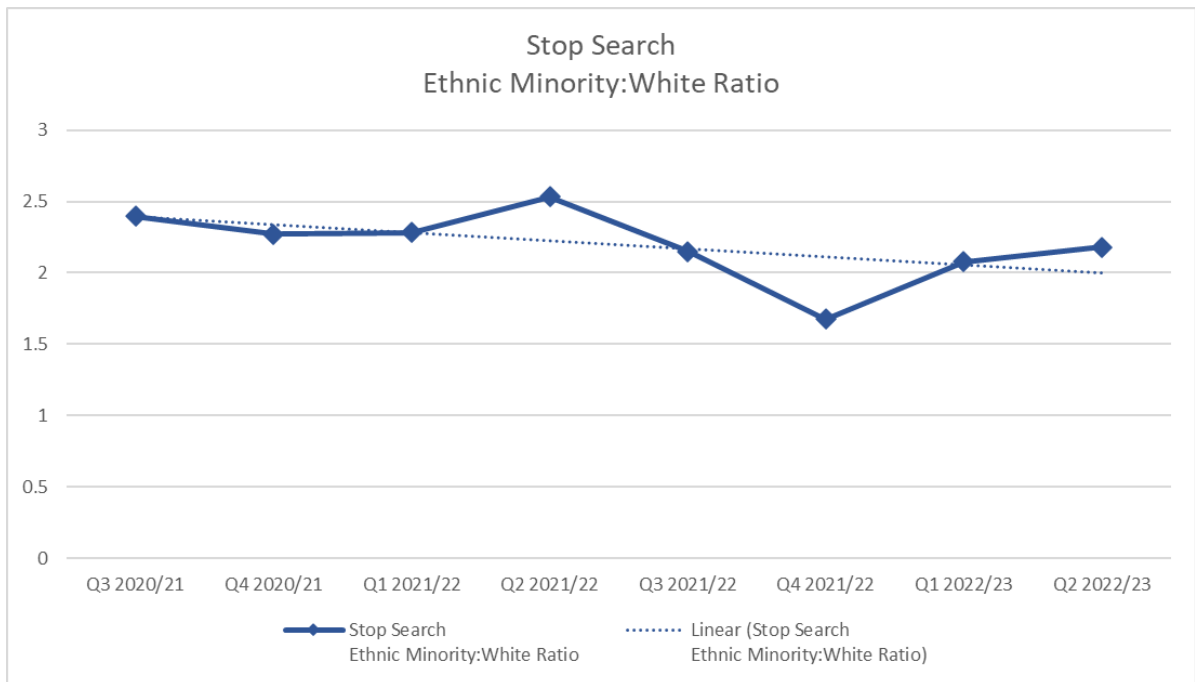
Stop and Search

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

Quarter 2 2022/23											
	Stops per 1000 population						Ratio to White				
	White	Mixed	Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group	Total Ethnic Minorities	Mixed	Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group	Total Ethnic Minorities
Force	1.51	2.76	1.83	5.45	4.4	3.29	1.83	1.21	3.61	2.91	2.18

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 2.18 times more likely to be stop and searched than White individuals in Essex.

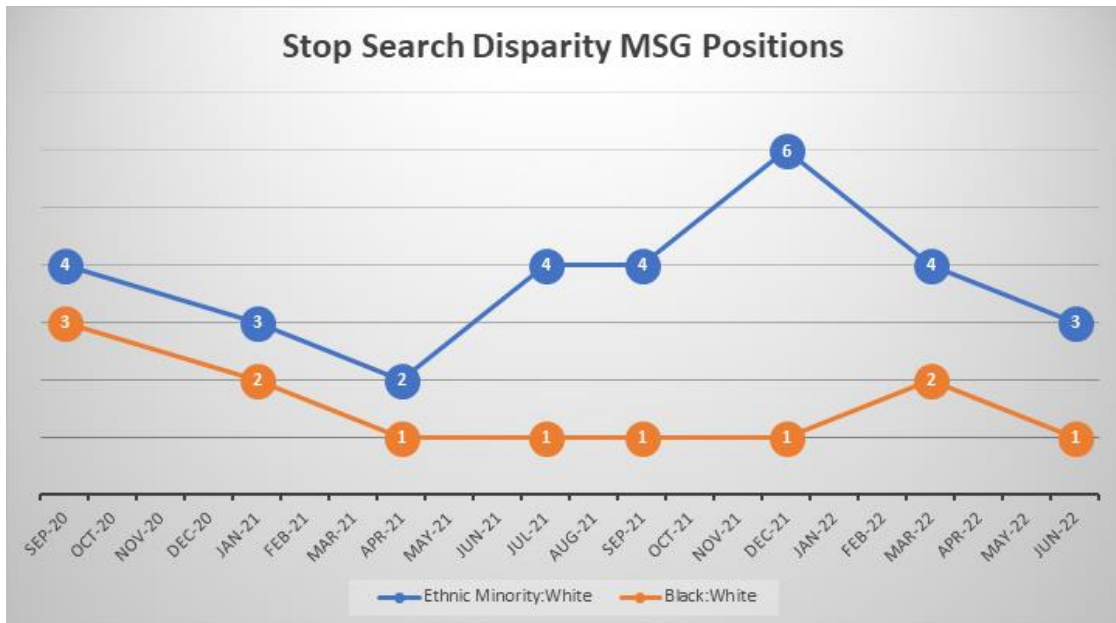


The above chart tracks the Stop Search Ethnic Minority to White ratio for Essex Police over the past two full financial years. Despite a slight rise in the latest two quarters, there is a downward trend in the ratio.

MSG Data Jan-Jun 2022 Stop Search			
Force	Ethnic Minority:White Ratio White = 1	Force	Black:White Ratio White = 1
Derbyshire	3.67	Sussex	10.24
Sussex	3.23	Derbyshire	7.67
Staffordshire	2.97	Hampshire	7.44
Hertfordshire	2.76	Staffordshire	5.56
Avon & Somerset	2.66	Hertfordshire	5.25
Essex	2.39	Avon & Somerset	5.01
Hampshire	2.22	Leicestershire	4.38
Leicestershire	1.45	Essex	3.95

Recent comparative data for Stop Search is available from the Police.uk website and covers a six-month period. The latest available data covers the period 1 January to 30 June 2022.

Essex has the third lowest Ethnic Minority to White ratio in stop and search in the MSG and the lowest Black to White ratio. The table chart shows the Essex Police position in the MSG since September 2020. It must be noted the MSG positions are dependent on variable that may be out of Essex Police’s 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 been consistently had one of the lowest two ratios in the MSG for the last seven periods; Ethnic Minority to White ratio is more volatile, 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.

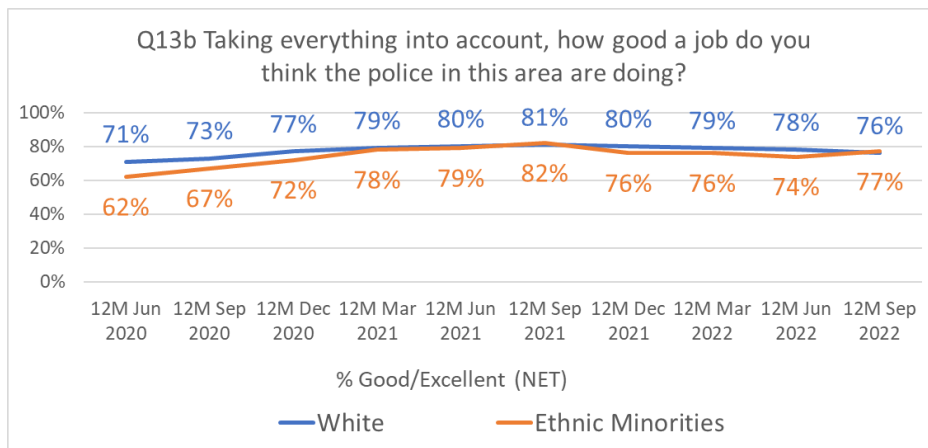
Extensive activity takes place across all commands to ensure confidence and satisfaction levels improve across many areas. To improve in this area, policing must be seen to act legitimately, ethically and are transparent in our activity and scrutiny.

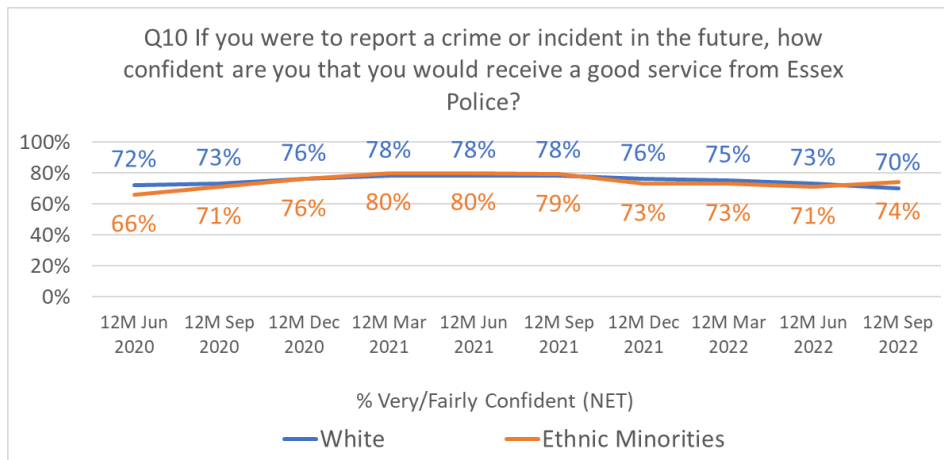
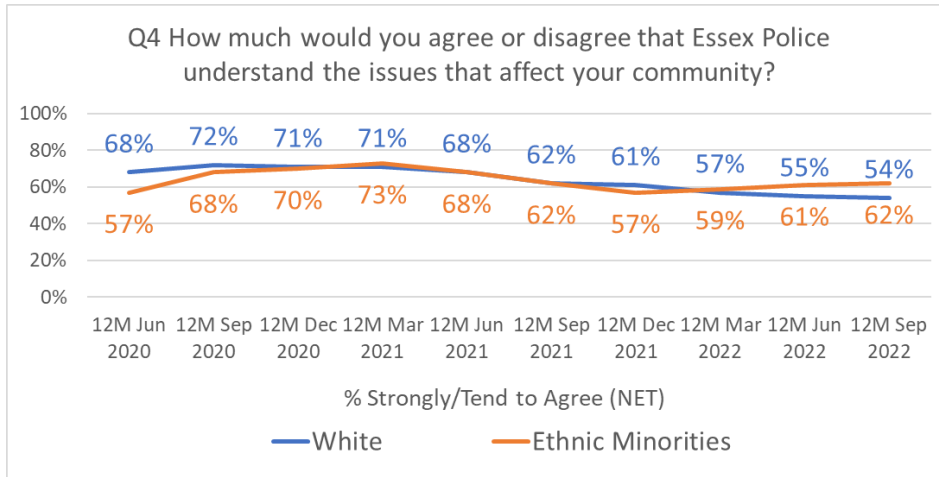
Activity to increase confidence and satisfaction includes the Criminal Justice Command working with the Media and Corporate Communications department to produce a video explaining what happens within a custody area. This video has been released to the public and has attracted positive attention. It is reported to have had over 51,000 views. There are plans for further videos to be made, which will feature other areas of the criminal justice process, the liaison and diversion work and the support for victims/witnesses while cases are going through the court process.

The Operational Policing Command (OPC) have introduced monthly review meetings to improve the timeliness of dealing with complaints against officers received from the public. The purpose is to ensure complaints are dealt with diligently and expeditiously, identify any themes and identify good practise and areas for improvement. Areas identified are shared across the command to improve the service, prevent reoccurrence, and improve the timeliness in bringing the complaint to a conclusion.

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)





- White respondents answered less positively to all three questions in the 12 months to September 2022 compared to the same period in the previous year. Ethnic Minority respondents answered less positively to Q13b and Q10 and confidence has remained stable for Q4.
- Q13b: “Taking everything into account, how good a job do you think the police in this area are doing?”. 5% pts decrease for both Ethnic Minority respondents and White respondents for the 12 months to September 2022 compared to the same period in the previous year. The confidence gap between the two groups has not changed in the 12 months to September 2022 compared to the 12 months to September 2021 and remains at 1%pt.
- Q4: “How much would you agree or disagree that Essex Police understand the issues that affect your community?”. Ethnic Minority respondents showed a significantly higher level of confidence (62%) compared to White respondents (54%) in the 12 months to September 2022. White respondents who agreed that Essex Police understand issues that affect their community declined by 8% pts. compared to the same period the previous year and Ethnic Minority respondents remained the same.
- 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



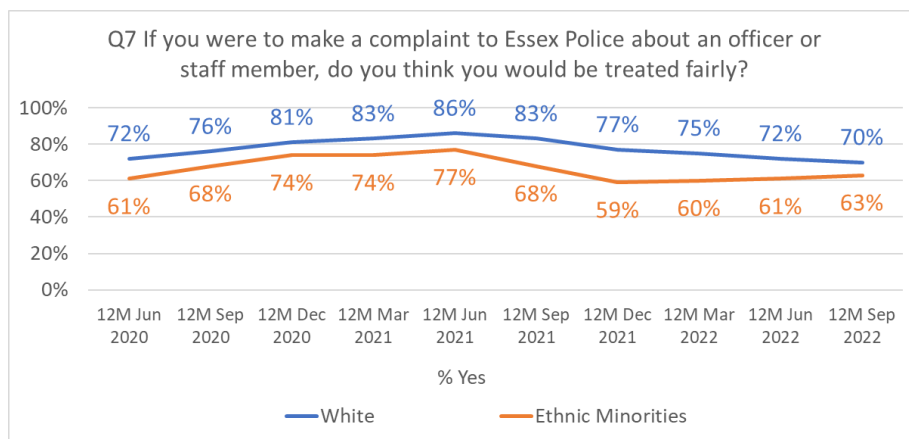
respondents showed a significantly higher level of confidence (74%) compared to White respondents (70%) in the 12 months to September 2022. White respondents' confidence declined by 8% pts. compared to the same period the previous year and Ethnic Minority respondents showed a decrease of 5% pts. The confidence gap between the two groups increased from 1% pt. to 4% pts. compared to the same period in the previous year.

Monitoring the confidence of Ethnic Minority individuals and the service they receive from Essex Police is measured by the independent force survey<sup>2</sup>. In the 12 months to September 2022 there is not a statistically significant difference between respondents from an Ethnic Minority background and White respondents in whether Essex Police are doing a good/excellent job. Ethnic minority respondents believe Essex Police understand issues that affect their community more than White respondents do and Ethnic Minority respondents also have higher confidence in receiving a good service when compared to White respondents. There has been a drop in confidence for all respondents in recent surveys however White respondents' confidence has declined more than Ethnic Minorities. This suggests that current issues or events which may have affected general confidence in Essex Police may have had less of an influence on Ethnic Minorities perception.

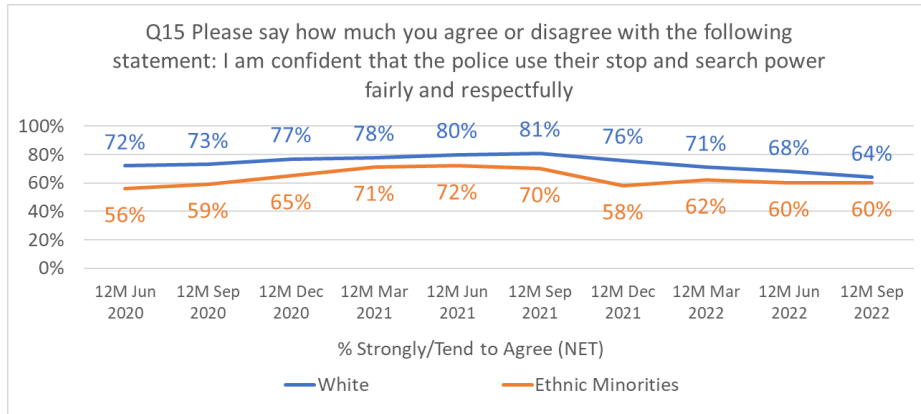
Increase the confidence of Ethnic Minorities, working to increase the number of those who feel they would be treated fairly if they made a complaint, as measured by the independent force survey

**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)



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



- All respondents answered less positively to Q7 and Q15 in the 12 months to September 2022 compared to the same period in the previous year.
- 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?”. There is a significant difference between White and Ethnic Minority respondents who think they would be treated fairly if they were to make a complaint. However, the disparity between the two groups has decreased from 15% pts. to 7% pts. in the 12 months to September 2022 compared to the same period in the previous year. This is primarily due to a drop in the confidence of White respondents. White respondents’ confidence decreased by 13% pts. in the 12 months to September 2022 vs the 12 months to September 2021 compared to a decrease of 5% pts. for Ethnic Minority respondents.
- 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”. There is no significant difference between White and Ethnic Minority respondents who agree that Essex police use their stop and search power fairly. The disparity between the two groups has decreased to 4% pts in the 12 months to September 2022 compared to a significant difference of 11% pts in the 12 months to September 2021. White respondents’ confidence decreased by 17% pts. in the 12 months to September 2022 vs the 12 months to September 2021 compared to a decrease of 10% pts. for Ethnic Minority respondents.

Confidence in being treated fairly by Essex Police has declined overall for all respondents in the 12 months to September 2022 compared to the 12 months to September 2021. However, confidence of White respondents has declined more than Ethnic Minorities. The newly developed discussion series by the D&I Team will enhance the ability of the force to dip sample issues, including getting a sense of confidence levels in diverse community groups.

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 Essex Police DEI

Strategy was developed based upon the NPCC themes and principles, and our successful Towards Excellence Conference 2022 also carried the three national themes: Our Organisation; Our Partnerships; and Our Communities. 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	3	14	0	17
2	10	21	0	31
3	9	0	0	9
4	5	2	1	8
5	0	5	0	5
6	2	5	0	7
7	5	4	0	9
8	3	6	2	11
9	8	0	0	8
<b>Total</b>	<b>45</b>	<b>57</b>	<b>3</b>	<b>105</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.

The 24 May 2022 launch of the Police Race Action Plan falls within the spirit of the national strategic vision of greater inclusion. Essex Police has undertaken a gap analysis of the plan to ascertain any non-alignment with our local activities and objectives, and this work will be ongoing in the months ahead.

#### 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 4624 of the general workforce between January - November 2022. This is being delivered in one module. As at 10 September 2022, 4148 officers/staff and volunteers have already attended the training or been booked on a future session.
- **Phase 3** will create an annual refresher online package for use from 2023.

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

Essex Police are a Disability Confident Leader and are also signed to the Race at Work Charter.

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. As this process currently involves manually refreshing the dashboards each month, however, the PAU are looking to be build all of them within the Analytics for Everyone (A4E) platform so they are automatically refreshed and can be accessible to everyone within the Force.

## **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 poling 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 out 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

**8.0 Actions for Improvement**

No areas identified with reference to the Equality Duty Act.

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

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 have recruited a Multi Faith Coordinator to build relationships with all faith groups across the county and provide pastoral support within the organisation. The candidate is due to start on the 12<sup>th</sup> December 2022.