

## Performance and Resources Scrutiny Programme 2024

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

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### 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 2023 to 30<sup>th</sup> September 2023. 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 a quarterly Statutory Duty Report, which was last published in October 2023 covering the period January to March 2023, complying with its legal obligations. All future reports will remain 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, PCSOs and Special Constables and females. The data will show in a 6-month period, representation of ethnic minority officers and staff has marginally 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 NPCC Police Race Action Plan has been warmly embraced by Essex Police as a further opportunity to help address our 'narrowing disparity' objective and activity is being progressed against the Plan accordingly.

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. Given the more recent publication of the NPCC Police Race Action Plan, the 2018 toolkits have now been closed down following a risk assessed review of outstanding actions, all of which have now been completed.

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, PCSOs 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:

- Publishes equality objectives every four years.
- Publishes information annually to demonstrate compliance with the general Equality Duty.
- Publishes 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 incorporates equality into core business, creates equal opportunities and develops 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 its Diversity, Equality, and Inclusion Strategy 2020-2025, to further the aims of the Equality Duty. During the period of this report (1 April 2023 – 30 September 2023) 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 and 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. During the five months April 2023 to September 2023 Essex Police received 927 applications to be a Police Constable. Of the 927 applications received, 352 were from females (38%) and 127 (14%) from Ethnic Minority applicants.

Main advertising tactics were as follows:

- Paid-for recruitment adverts showing different roles across the force on Facebook, LinkedIn and Instagram.
- Google search campaign which generated 1,862 link clicks.
- YouTube campaign generating 169,850.
- Radio advert on Greatest Hits – estimated 125,000 impressions.
- Essex Pride recruitment adverts targeting our LGBTQ+ communities.
- Crooton recruitment digital display campaign reaching 249,864 people.
- Scalextric recruitment video.
- News story – seven days to apply.

- Passing Out Parade video and profile content.
- Glassdoor/Indeed advert.
- Recruitment ambassador campaign.
- Reach (Essex Live) advertorial and online campaign.
- Funnel advert campaign across social media platforms.
- Google AdWords campaign targeting retail sector after Wilkinson shop closures.

### **Publications**

We continued to explore specialist diverse publications and events to promote 'We Value Difference'.

- We advertised in hospital magazines across the county to reach our hard-to-reach communities.
- We secured space for adverts to be placed in the Student Pocket Guide – an award-winning free magazine for students.
- We also ran a feature in Essex Live to reach a wider audience in Essex Catch criminals, help people, and keep communities safe by joining Essex Police - Essex Live
- An advert for recruitment was placed in The Essex Careers Magazine, which is predominantly a digital magazine (although copies have gone into all schools, colleges, job centres and libraries across the county).

### **Internal campaigns**

A recruitment campaign on internal channels uses staff advocacy 'Focus On' cases studies to promote women's roles in OPC.

The Positive Action Team, Innovation 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 recruitment events in:

- Stratford.
- Wembley.
- Tottenham Hotspurs ground.
- Department of Working Pensions around the county.

A significant amount of outreach recruitment activity has taken place with the community policing teams and the CSEOs including:

- Local sixth forms, colleges and universities.
- Let's Talk events.

In addition, a huge amount of outreach work with councils, such as Essex County Council, and community safety partnerships has been undertaken.

The team has also worked closely with support networks and Media and Communications Team to work with diverse communities and link into national awareness events such as International Women's Day / Essex Pride, to promote to the wider public on our Essex Police channels.

In July 2023, 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 2021 Census Data is 11.29%. Essex Police workforce representation is shown below:

	Ethnic Minority Employees			Black or Black British		
	31/03/2023	30/09/2023	% Change	31/03/2023	30/09/2023	% Change
<b>Total Workforce</b>	<b>4.11%</b>	<b>4.04%</b>	<b>-0.07%</b>	<b>0.52%</b>	<b>0.48%</b>	<b>-0.04%</b>
Officers	4.09%	4.05%	-0.04%	0.39%	0.37%	-0.02%
Staff	4.16%	4.11%	-0.05%	0.69%	0.56%	-0.13%
PCSO	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Specials	5.20%	4.95%	-0.25%	0.90%	1.41%	0.51%

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 10 ethnic minority officer leavers, for a variety of different reasons. Of the 10, 4 resigned, 2 transferred to other forces (both to the Metropolitan Police Service, 2 were ill-health retirements, 1 was a retirement and 1 a dismissal. All the resignations are reviewed for any common themes or organisational learning. Of the 4 resignations, there were no common themes. A range of reasons have been provided and there is no specific trend as to why ethnic minority officers are resigning. Reasons given include securing alternative employment (aspirational), which was cited by 2 officers, 1 cited job security detailing that they were not going to be signed off from their initial training and thought it better to leave and the other individual stated they would prefer not to say why they had resigned and gave no further details.

With regards to force level officer representation, there are currently 154 ethnic minority officers (4.05%), as at 30<sup>th</sup> September 2023. This is a minor reduction when compared to the position as at 31<sup>st</sup> March 2023 (156 / 4.09%).

The current proportion of 4.05% is 7.24 percentage points under the economically active population of Essex (11.29%).

A key aim for Essex Police is to increase the proportion of ethnic minority and female colleagues in specialist roles and leadership positions. The tables below show, by rank, the representation of ethnic minority officers and also black or black British officers for 31<sup>st</sup> March 2023 and 30<sup>th</sup> September 2023:

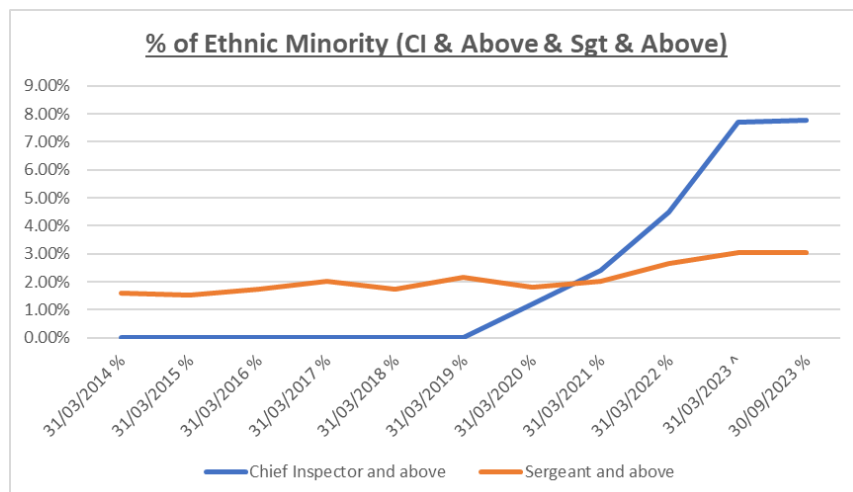
Rank	Ethnic Minority Officers					
	31/03/2023		30/09/2023		Difference	
	H'Count	%	H'Count	%	H'Count	%
Chief Officer		0.00%		0.00%	0	0.00%
Chief Superintendent	2	18.18%	2	18.18%	0	0.00%
Superintendent	2	7.69%	2	9.09%	0	1.40%
Chief Inspector	3	6.25%	3	5.88%	0	-0.37%
Inspector	3	2.01%	3	2.08%	0	0.07%
Sergeant	13	2.51%	13	2.48%	0	-0.03%
Constable	115	4.23%	116	4.22%	1	-0.02%
Student Constable	18	5.33%	15	5.05%	-3	-0.27%
<b>Grand Total</b>	<b>156</b>	<b>4.09%</b>	<b>154</b>	<b>4.04%</b>	<b>-2</b>	<b>-0.05%</b>

Rank	Black or Black British					
	31/03/2023		30/09/2023		Difference	
	Black	% Black	Black	% Black	H'Count	%
Chief Officer					0	0.00%
Chief Superintendent			1	4.55%	1	4.55%
Superintendent	1	3.85%	1	1.96%	0	-1.89%
Chief Inspector	1	2.08%			-1	-2.08%
Inspector					0	0.00%
Sergeant	1	0.19%	1	0.19%	0	0.00%
Constable	9	0.33%	10	0.36%	1	0.03%
Student Constable	3	0.89%	1	0.34%	-2	-0.55%
<b>Grand Total</b>	<b>15</b>	<b>0.39%</b>	<b>14</b>	<b>0.37%</b>	<b>-1</b>	<b>-0.02%</b>

The table for ethnic minority officers by rank shows that in the 6-month period there have been increases in the ethnic minority representation at the ranks of Chief Superintendent, Superintendent and Inspectors. Representation at the ranks Chief Inspector and Sergeant has remained static and there has been a minor reduction at Constable rank and also a reduction in Student Constables.

For black and black British officers, the figures have remained fairly static, with the only fluctuations being headcount increases or reductions of 1 at the ranks of Sergeant, Constable and Student Constable/

The following graph demonstrates the ethnic minority percentage of Chief Inspector and above and Sergeant and above from March 2014 to March 2023 and the current position, as at 30<sup>th</sup> September 2023:



The graph demonstrates that from March 2014 until March 2019 there were no ethnic minority officers in the ranks of Chief Inspector and above. However, from 31<sup>st</sup> March 2019 until the current position (as at 30<sup>th</sup> September 2023) there has been a significant increase in the representation at this level, increasing from 1.22% as at 31<sup>st</sup> March 2020 to 7.78% as at 30<sup>th</sup> September 2023.

For Sergeants and above, there has been an increase, albeit this is much more of a subtle and steady increase, from 1.60% as at 31<sup>st</sup> March 2014 to 3.03% as at 30<sup>th</sup> September 2023.

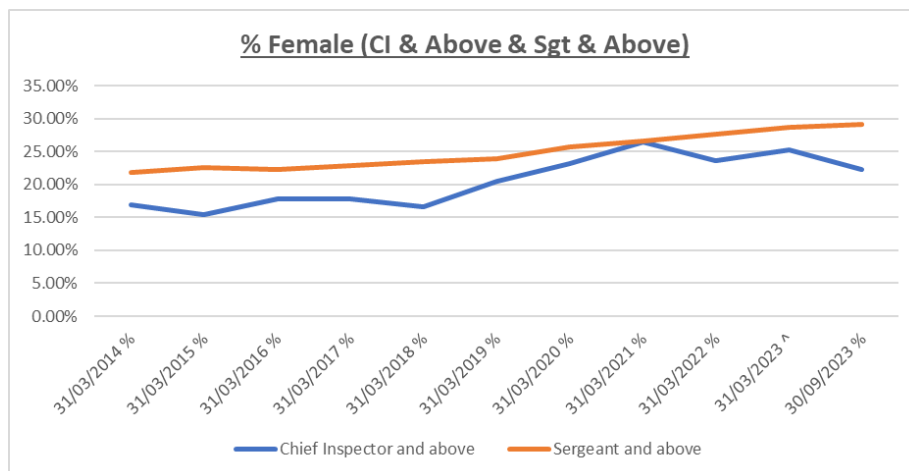
The table below shows the headcount and proportion of female officers by rank for 31<sup>st</sup> March 2023 and 30<sup>th</sup> September 2023:

Rank	Female Officers					
	31/03/2023		30/09/2023		Difference	
	H'Count	%	H'Count	%	H'Count	%
Chief Officer	1	16.67%	1	16.67%	0	0.00%
Chief Superintendent	3	27.27%	3	27.27%	0	0.00%
Superintendent	6	23.08%	5	22.73%	-1	-0.35%
Chief Inspector	13	27.08%	11	21.57%	-2	-5.51%
Inspector	47	31.54%	46	31.94%	-1	0.40%
Sergeant	148	28.57%	155	29.58%	7	1.01%
Constable	1042	38.37%	1057	38.41%	15	0.04%
Student Constable	154	45.56%	144	48.48%	-10	2.92%
<b>Grand Total</b>	<b>1414</b>	<b>37.09%</b>	<b>1422</b>	<b>37.35%</b>	<b>8</b>	<b>0.26%</b>

There has been an increase in the overall proportion and headcount of female officers since 31<sup>st</sup> March 2023, which has also seen an increase in the percentage of female Sergeants and above within the same period.

For information, the current headcount of 1422 female officers and proportion of 37.35% are the highest ever on record.

The following graph demonstrates the female percentage of Chief Inspector and above and Sergeant and above from March 2014 to March 2023 and the current position as at 30<sup>th</sup> September 2023:





The graph shows that the percentage of female Chief Inspectors and above increased from 16.88% as at 31<sup>st</sup> March 2014 to a high of 26.51% as at 31<sup>st</sup> March 2021. Since that date, the position has reduced to 22.22% as at 30<sup>th</sup> September 2023.

For Sergeants and above the position has shown a steady but small increase year on year from 21.81% as at 30<sup>th</sup> March 2014 to 29.16% as at 30<sup>th</sup> September 2023.

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 2023/4, 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 teamwork 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 Chief Inspector, Superintendent, and Inspector. The results of each process are as follows:

Chief Inspector – May/June 2023:

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

Superintendents – August 2023:

- 11 candidates entered the process, 3 candidates were external (2 from the MET and 1 from BTP).
- 1 candidate was from an ethnic minority background and was unsuccessful.
- 3 candidates were female and 0 were successful.
- Overall, 2 candidates were successful (both internal), a pass rate of 18.18%.

Inspectors – August/September 2023:

- 61 candidates entered the process (including 4 externals, 3 from the MET and 1 from City of London).
- 6 candidates were from an ethnic minority background and 2 were successful.
- 18 candidates were female and 10 were successful.
- Overall, 38 candidates successful (including 1 external from the MET), a pass rate of 62.30%.
- *Please note: two individuals are still to be interviewed for the Inspector's process.*

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 and 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, where we welcomed Dr Stuart Lawrence to Springfield Park Baptist Church in Chelmsford to commemorate his brother Stephen's life and legacy, 30 years after his murder. We joined Fire and Ambulance working together holding an event to mark International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) on 17 May 2023 and also engaged in 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 & % 30/09/23 & 31/03/23				Diversity Category Completion Rates		
		Headcount as at 30/09/2023	% as at 30/09/2023 & Direction of Travel vs 31/03/2023	Headcount as at 31/03/2023	Position as at 31/03/2023	Completion Rate % as at 30/09/2023 & Direction of Travel vs 31/03/2023	Completion Rate % - 31/03/2023	Completion Rate % - 31/03/2022
Gender: Female	Officers	1422	37.35% ↑	1414	37.09%	100.00% →	100.00%	100.00%
	Officer - Male	2385		2398		→		
	Staff	1559	67.37% ↓	1570	67.38%	100.00% →	100.00%	100.00%
	Staff - Male	755		760		→		
	PCSOs	68	64.15% ↓	68	65.38%	100.00% →	100.00%	100.00%
	PCSO - Male	38		36		→		
	Specials	83	29.33% ↓	102	31.19%	100.00% →	100.00%	100.00%
	Specials - Male	200		225		→		
Self Declared Gender: Prefer to Self Describe	Officers	6	0.16% ↑	5	0.13%	71.83% ↑	70.75%	66.99%
	Staff	3	0.13% →	3	0.13%	73.15% ↑	72.11%	68.40%
	PCSOs	0	0.00% →	0	0.00%	51.89% ↑	51.43%	47.57%
	Specials	0	0.00% →	0	0.00%	72.08% ↓	73.95%	77.14%
Religion: Declared a Religion	Officers	869	22.83% ↓	873	22.90%	68.99% ↑	67.89%	63.64%
	Staff	684	29.56% ↑	684	29.36%	69.39% ↑	68.04%	64.09%
	PCSOs	28	26.42% ↓	28	26.92%	50.94% ↑	50.48%	44.66%
	Specials	100	35.34% ↑	113	34.56%	69.96% ↓	71.86%	75.43%
Ethnicity: Ethnic Minorities	Officers	154	4.05% ↓	156	4.09%	100.00% →	100.00%	100.00%
	Staff	95	4.11% ↓	97	4.16%	100.00% →	100.00%	100.00%
	PCSOs	0	0.00% →	0	0.00%	100.00% →	100.00%	100.00%
	Specials	14	4.95% ↓	17	5.20%	100.00% →	100.00%	100.00%
Sexuality: Bisexual/Gay/Lesbian	Officers	211	5.54% ↑	195	5.12%	71.04% ↑	69.94%	66.03%
	Staff	86	3.72% ↓	89	3.82%	72.16% ↑	71.04%	67.21%
	PCSOs	4	3.77% ↑	3	2.88%	51.89% ↑	51.43%	47.57%
	Specials	8	2.83% ↓	13	3.98%	71.38% ↓	73.35%	76.92%
Disability: Yes	Officers	266	6.99% ↑	253	6.64%	45.31% ↑	43.05%	35.26%
	Staff	222	9.59% ↑	216	9.27%	53.00% ↑	50.97%	44.06%
	PCSOs	16	15.09% ↑	14	13.46%	35.85% ↑	33.33%	23.30%
	Specials	3	1.06% ↓	4	1.22%	40.99% ↑	37.13%	30.56%
Nationality: Declared Nationalities Excluding British	Officers	62	1.63% ↑	61	1.60%	98.90% ↑	98.82%	98.88%
	Staff	44	1.90% ↑	44	1.89%	98.10% ↓	98.16%	98.21%
	PCSOs	0	0.00% →	0	0.00%	99.06% →	99.05%	100.00%
	Specials	6	2.12% ↓	9	2.75%	98.23% ↓	99.40%	98.93%
Marital Status: Married or Civil Partnership	Officers	1229	32.28% ↑	1229	32.24%	51.06% ↓	51.86%	55.99%
	Staff	883	38.16% ↓	892	38.28%	57.89% ↓	58.56%	61.49%
	PCSOs	54	50.94% ↑	52	50.00%	80.19% ↑	79.05%	85.44%
	Specials	33	11.66% ↑	35	10.70%	25.44% ↑	23.35%	19.66%

As can be seen, there has been an increase in officers and staff declaring their protected characteristic in most categories, although there has been a reduction, for both groups, in those declaring their marital status. PCSOs have also predominantly increased in their declarations, including marital status. Specials completing their declarations has reduced in most categories, except marital status, which has increased.

On a positive note, there is a 100% completion rate for self-declared ethnicity showing the workforce has confidence in declaring this area.

It should be noted that, the force is the final stages of implementing the latest standardised data set for protected characteristics. The revised standards have been

agreed through the NPCC DEI Coordination Committee and, once implemented, will result in some existing entries within the protected characteristics being removed and/or replaced. This may result in a reduction in some of the completion rates for certain protected characteristics (such as gender identity and marital status), however, once the SAP HR system has been updated, communications will be sent out encouraging individuals to review and update, where necessary, their diversity data in SAP.

The Diversity and Inclusion Team will be working with the Support Networks and Command Teams 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.

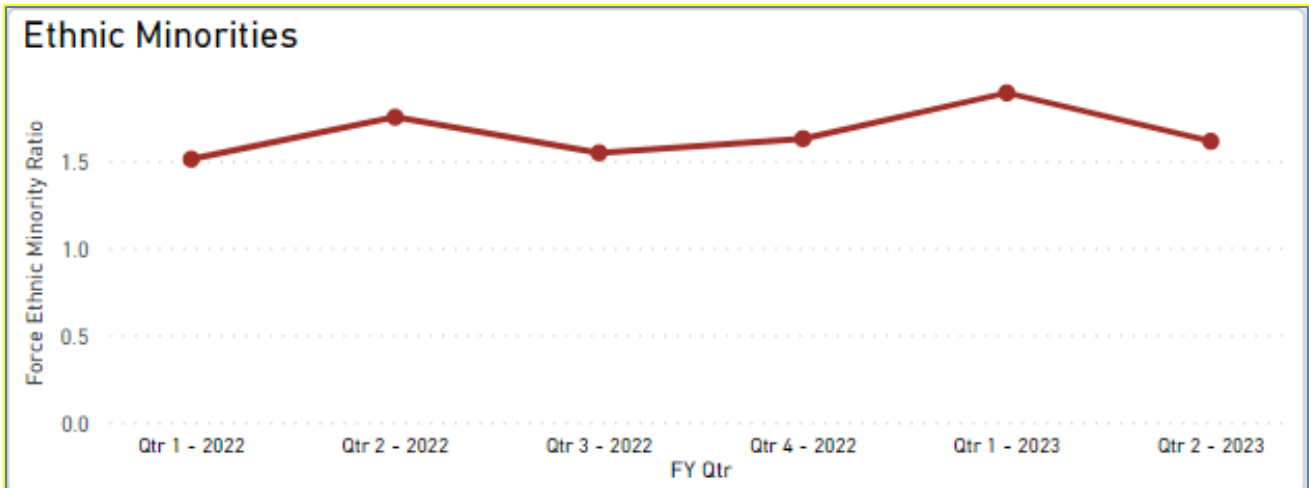
Use of Force per 1000 population							Ratio to White				
	White	Mixed	Asian or Asian British	Black or Black British	Other Ethnic Group	Ethnic Minorities	Mixed	Asian or Asian British	Black or Black British	Other Ethnic Group	Ethnic Minorities
Force	2.78	2.46	2.45	7.79	6.85	4.48	0.88	0.88	2.80	2.46	1.61

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 1.6 times more likely to have force used upon them than White individuals, a reduction from 2.68 times more likely in September 2022.

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<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 year. The overall trend is stable.

Use of Force			
Force	Ratio Ethnic Minorities: White (White = 1)	Force	Ratio Black: White (White = 1)
Hertfordshire	1.84	Derbyshire	5.66
Derbyshire	1.79	Sussex	5.26
Hampshire	1.39	Hertfordshire	4.83
Avon & Somerset	1.39	Hampshire	4.76
Sussex	1.37	Staffordshire	3.45
<b>Essex</b>	<b>1.33</b>	Leicestershire	3.45
Staffordshire	1.31	Avon & Somerset	3.25
Leicestershire	0.88	<b>Essex</b>	<b>2.68</b>

Nationally comparisons for Use of Force data are published annually, the above table is based on Home Office data for the whole Financial Year 2021/22. The data for 2022/23 is not yet available, so an updated judgement on whether Essex's position within the MSG is improving cannot be made.

Essex has the sixth lowest Ethnic Minority to White ratio for Use of Force, but the lowest Black to White ratio. This shows that although we compare well against our MSG, 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, including the use of Body Worn Video (BWV)
- Consultive feedback on Use of Force within Essex
- Examine and improve the Use of Force in Essex

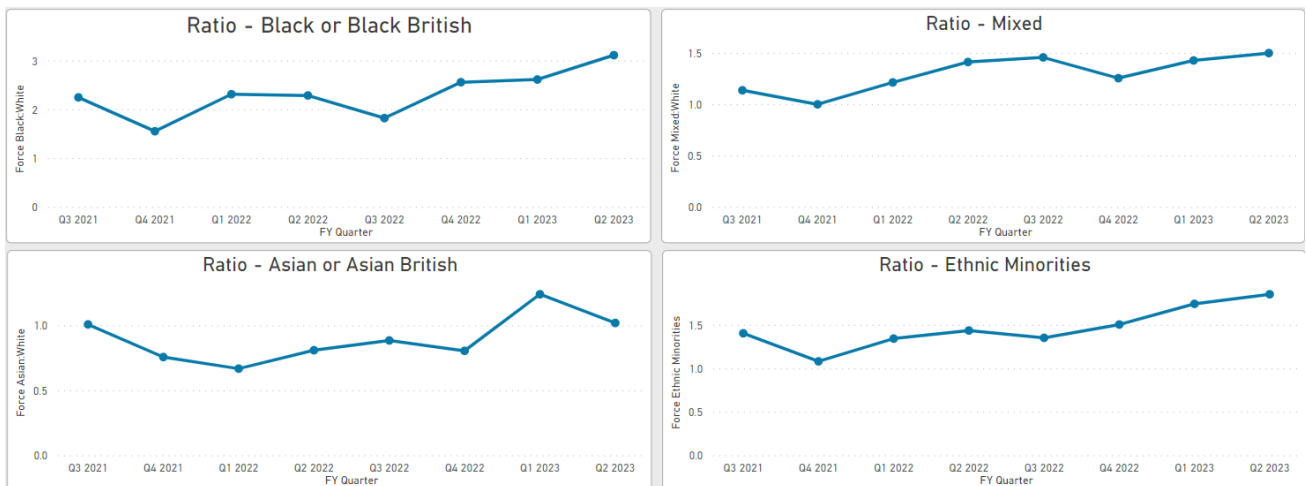
Stop and Search

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

Stop and Search per 1000 population							Ratio to White				
	White	Mixed	Asian or Asian British	Black or Black British	Other Ethnic Group	Ethnic Minorities	Mixed	Asian or Asian British	Black or Black British	Other Ethnic Group	Ethnic Minorities
Force	1.40	2.10	1.43	4.37	2.75	2.60	1.50	1.02	3.12	1.96	1.86

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 1.86 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 remains a slight upwards trend in the ratio for stop and search and focus remains in relation to the disparity data. Extensive work is already taking place through the Use of Force Board and Stop and Search Equality, Diversity, Inclusion and Cohesion (EDIC) Board Chaired by a Chief Officer.

Stop and Search March - August 2023			
Force	Ratio Ethnic Minorities: White (White = 1)	Force	Ratio Black: White (White = 1)
<b>Essex</b>	<b>2.99</b>	Sussex	8.84
Hampshire	2.81	Hampshire	7.00
Sussex	2.70	Leicestershire	5.70
Hertfordshire	2.47	Derbyshire	5.47
Derbyshire	2.45	Hertfordshire	4.99
Leicestershire	1.60	<b>Essex</b>	<b>4.82</b>

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 March to August 2023.

Essex has the highest Ethnic Minority to White ratio in stop and search in the MSG however the lowest Black to White ratio. 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.

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.

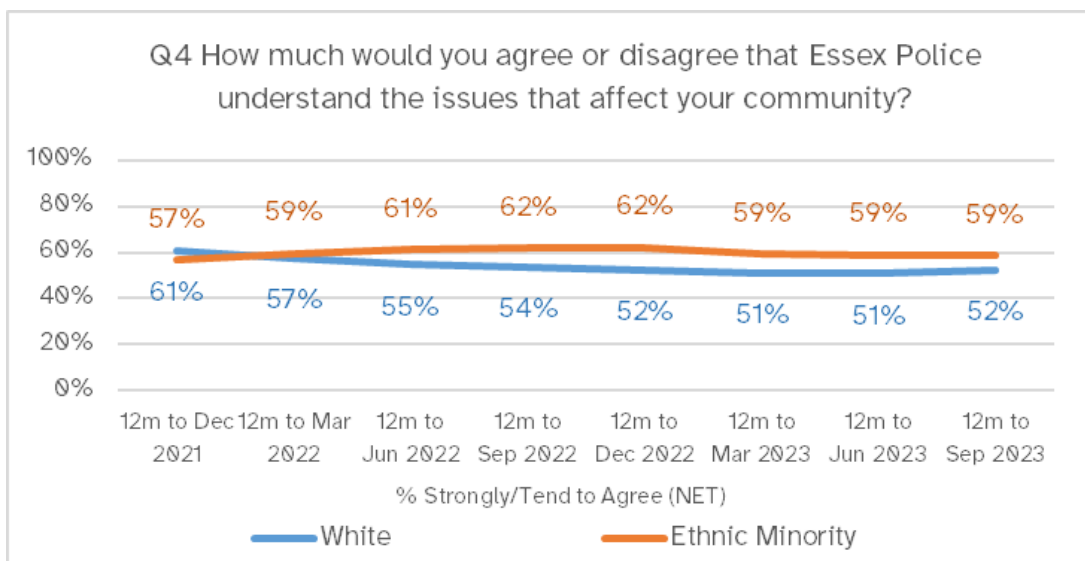
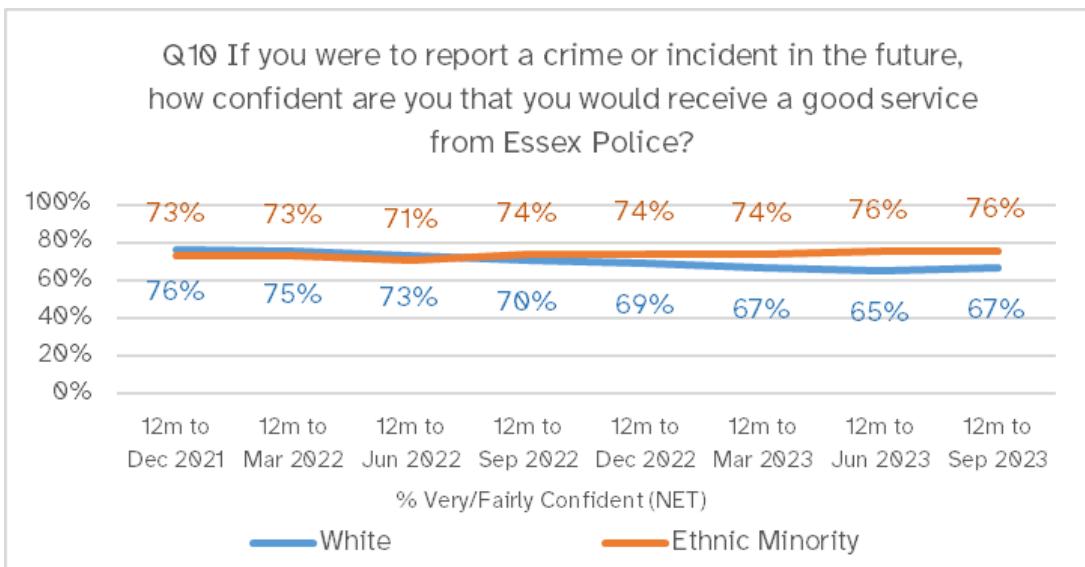
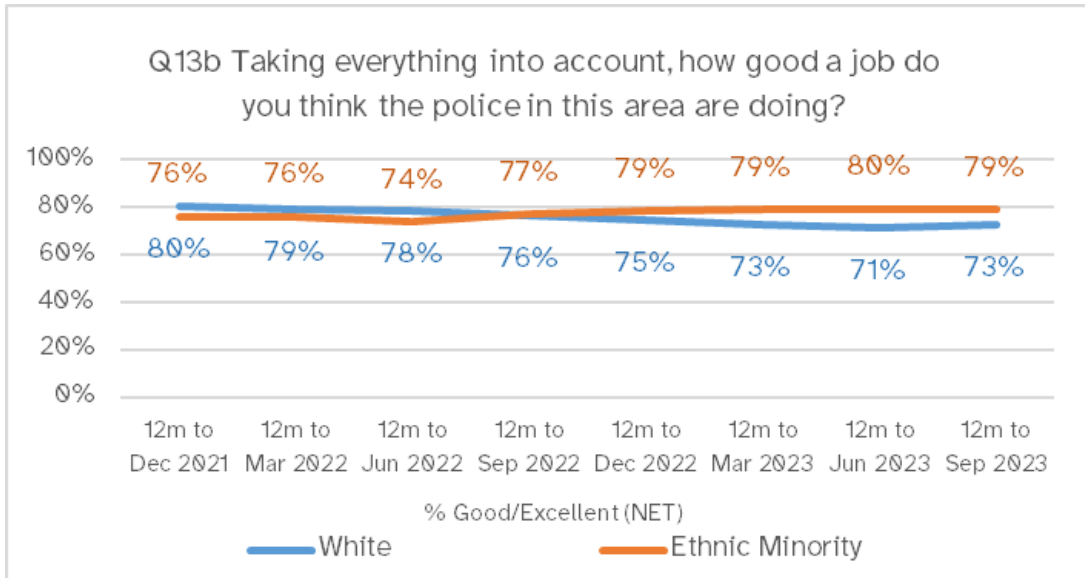
Activity to increase confidence and satisfaction includes the Crime and Public Protection Command, who have embedded a quarterly Community Engagement Group (CEG) with key stakeholders, charities and community groups. Representatives from across the county – women and girl groups, ethnic minority groups, young people, LGBTQ+ attend and receive joint presentations delivered by Essex Police, CPS and Victim Services. The most recent meeting was themed on the topic of Domestic Abuse/Stalking and was an online event that delivered information around policing matters/criminal justice process. The next meeting is based on the theme of Rape/Consent.

Through the attendance of IAG's across the force, the Professional Standards Department have identified volunteers to form part of an independent panel along with representatives from the Police Federation, Unison and each LPA. The panel meets to review the process and outcomes of complaint procedures against police officers and staff and recent cases have included those related to complaints of racial discrimination, including the review of body worn video footage. Feedback from the panel is being used to inform future decision making and work processes and PSD are now exploring the viability of utilising the internal and external IAGs to assist in live time decision making.

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)
- "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)
- "How much would you agree or disagree that Essex Police understand the issues that affect your community?" (Q4)





White respondents answered less positively to Q13b and Q10 in the 12 months to September 2023 compared to the same period in the previous year. Ethnic Minority respondents' confidence level remained stable over both periods.

All respondents remained stable for Q4 over the same period.

Ethnic Minority respondents' confidence is higher than White respondents' for all three questions in the 12 months to September 2023. The disparity increased for Q13b and Q10 when compared to September 2022 (5% points for both questions). The disparity decreased slightly for Q4 over the same period (1% point).

Q13b: *"Taking everything into account, how good a job do you think the police in this area are doing?"*. There was a significant decrease of 3% pts. for White respondents for the 12 months to September 2023 compared to the same period in the previous year. Ethnic Minority respondents remained stable but there was a 2% pts. increase.

- The disparity increased by 5% pts in September 2023 compared to September 2022. The level of confidence for Ethnic Minority respondents was 6% pts. higher compared to White respondents in the 12 months to September 2023, compared to 1% pt. higher 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?"*. Confidence remained stable for all respondents in the 12 months to September this year compared to the same period last year but decreased by a few %pts. for both Ethnic Minority respondents (-3% pts.) and White respondents (-2% pts.).

- The level of confidence for Ethnic Minority respondents was 7% pts. higher compared to White respondents in the 12 months to September 2023, compared to 8% pts. higher compared to White respondents in the 12 months to September 2022.

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 remained stable and showed a higher level of confidence (76%) compared to White respondents (67%) in the 12 months to September 2023. White respondents showed a significant decrease of 3% pts. compared to the same period the previous year.

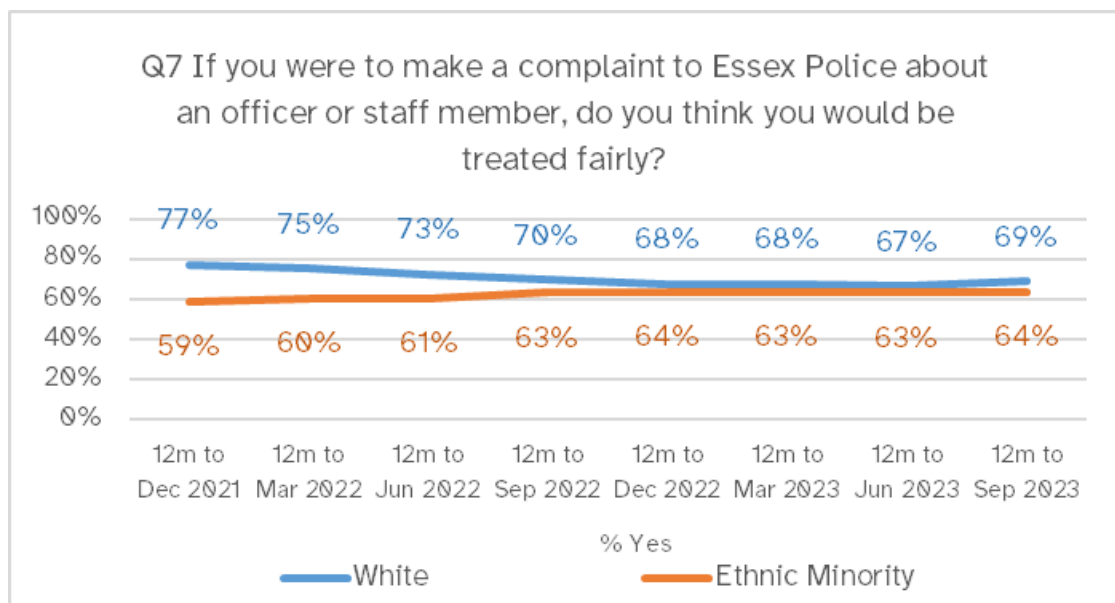
- The disparity increased by 5% pts in September 2023 compared to September 2022. The level of confidence for Ethnic Minority respondents was 9% pts. higher compared to White respondents in the 12 months to September 2023, compared to 4% pts. higher for the same period in the previous year.

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 2023 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.

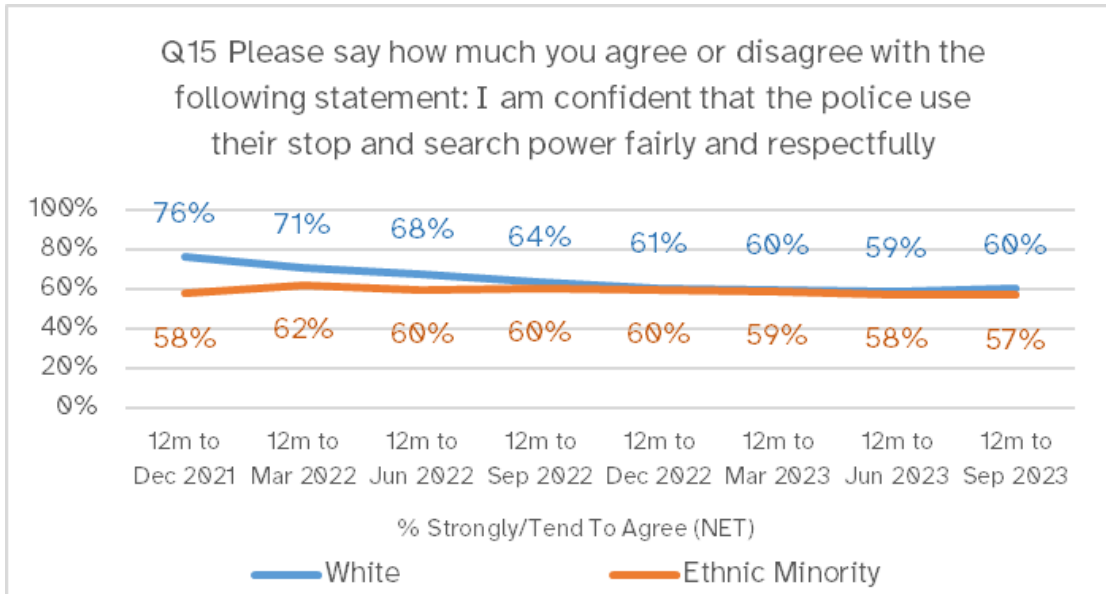
Increase the confidence of Ethnic Minorities, working to increase the number of those who feel they would be treated fairly if they made a complaint, as measured by the independent force survey

**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 2023.



All respondents remained stable in September 2023 compared to the same period last year for both questions.

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?”. All respondents’ confidence remained stable in the 12 months to September 2023 compared to September 2022 with an increase of 1% pt. for Ethnic Minorities compared to a decrease of 1% pt. for White respondents.

- The disparity decreased from 7% pts. to 5% pts. compared to the same period in the previous year. Ethnic minority confidence was lower for both periods (12m to September 2023 64% vs 69%, 12m to September 2022 63% vs 70%).

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”. Confidence remained stable for all respondents in the 12 months to September 2023 compared to the same period in the previous year. Ethnic Minority confidence showed a decrease of 3% pts (57% vs 60%), White confidence showed a decrease of 4% pts (60% vs 64%).

- The level of confidence for Ethnic Minority respondents was 3% pts. lower compared to White respondents in the 12 months to September 2023, compared to 4% pts. lower for the same period in the previous year.

Confidence in being treated fairly by Essex Police has remained stable for all respondents in the 12 months to September 2023 compared to the 12 months to September 2022. 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 2023 Towards Excellence Conference continued to deliver against 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 and each has been signed off as completed. The focus for this objective over the next 12 months will be activity against the objectives of the force DEI Strategy and adopting and advancing the Police Race Action Plan. Future reports will refer to this Plan, rather than the existing NPCC Diversity, Equality and Inclusion Strategy.

The Police Race Action Plan has been split into four key workstreams;

- Workstream 1: Internal culture and inclusivity.
- Workstream 2: Not over-policed, use of powers.
- Workstream 3: Community engagement and relations.
- Workstream 4: Not under-protected against victimisation.

Each workstream contains a number of actions and these have each been assigned a Chief Officer lead to monitor and drive activity.

The Diversity and Inclusion Team are responsible for ensuring progress is achieved against each action. Essex Police have chosen to adopt the Police Race Action Plan and included the delivery of it within the refreshed Diversity and Inclusion Strategy which is due for release in January 2024. Actions within the Plan ensure the force is inclusive through all aspects of policing, with an emphasis on the relationship between black communities and 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

The Diversity Team have recruited a Multi Faith Coordinator (now renamed the Force Lead Chaplain) whose role is to build relationships with all faith groups across the county and provide pastoral support within the organisation.

Diversity, equality, and inclusion training has been delivered to the majority of the workforce over the last two years.

Essex Police has worked collaboratively with an external provider (Pearlcatchers) to develop our diversity, equality and inclusion training package across the force.

The training, called 'Leading Difference and Inclusion' for leaders, and 'Valuing Difference and Inclusion' for the general workforce, was launched on 14<sup>th</sup> July 2021 and is being delivered across three phases:

- **Phase 1** has concluded and has provided training for around 1,400 leaders (PS and SO1 and above). This has been delivered in 2 modules with a commitment to embedding change through an action plan captured via a PDR objective.
- **Phase 2** provided training for around 5,200 of the general workforce between January - November 2022. This was delivered in 1 module. At the end of this reporting period, 3069 officers/staff and volunteers have already attended the training with a further 1038 booked on future sessions.
- **Phase 3** will see ten supporting monthly videos and podcasts launched monthly from early 2023 followed by an annual refresher package for use from December 2023.

The Diversity, Equality and Inclusion Team are currently sharing a series of videos and podcasts that spotlights each of the protected characteristics from the Equality Act 2010 in addition to other areas not covered by the Act but that makes us uniquely different, embraces the Diversity and Inclusion Strategy and our determination to promote dignity for all.

These videos feature our own people who talk about their lived experience giving invaluable insight into the challenges that face and the importance of having honest discussions about diversity, equality and inclusion.

These videos are mandatory for all to watch and will be facilitated by Line Managers.

Compliance rates are being shared with Heads of Department to ensure that officers and staff are learning through the Develop Me Learning Hub process.

Survey results indicate a strong increase in knowledge and understanding across the Leaders cohort and a positive response from the general workforce following phases 1 and 2.

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 whilst the representation of ethnic minority officers has slightly declined the number of female officers continues to increase. 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 and 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 and Inclusion Team and Positive Action Team will be more closely aligned from October 2023 as the Positive Action Chief Inspector assumes line management responsibility for both teams. This is expected to enhance the understanding between both teams and enable greater opportunities for attracting and recruiting a more diverse workforce through attendance at a variety of events linked to faith/religious groups and wider protected characteristic groups.