

Performance and Resources Scrutiny Programme 2024

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

Title of Report:	Performance against the Public Sector Equality Duty
Classification of Paper:	Official
Agenda Number:	08.0
Chief Officer:	ACO Richard Leicester
Date Paper was Written:	April 2024
Version Number:	3.0
Report from:	Essex Police
Date of Meeting:	25th June 2024
Author on behalf of Chief Officer:	Supt Darren Deex
Date of Approval by Chief Officer	May 2024
COG meeting date / date of approval (Please indicate whether paper presented to COG or not)	29th May 2024

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 1st October 2023 to 31st March 2024. 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 March 2024 covering the period April to June 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, PCSO's and Special Constables and females. The data will show in a 6-month period, representation of ethnic minority individuals has increased across the workforce and details the activity which is taking place to continue to improve this position. Representation of Black officers and staff has increased across all roles, except for PCSO's which is due to there being no current vacancies for a recruitment process.

The report will also provide information of the extensive efforts taking place to narrow the disparity between people 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 victims and the wider public (Objective 3). This report will evidence results of recent survey data, which show increasing levels of confidence across all respondents and the highest ethnic minority confidence in two years, with further examples of activity taking place to further improve confidence amongst the wider community. Ethnic Minority respondent confidence in whether Essex Police do an excellent or good job continues to remain higher than for white respondents to the survey.

Essex Police have formally adopted and are now advancing the Police Race Action Plan as part of our ongoing commitment to our Diversity Strategy (Objective 4). Essex Police report healthy progress against each area, monitored through the

Force Diversity and Inclusion Board, chaired by the Chief Constable. This activity has seen considerable progress in the reporting period, including positive feedback from both the NPCC Police Race Action Plan Director and the Independent Scrutiny Oversight Board (ISOB), who have responsibility for holding the national plan accountable for the delivery of the Plan.

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 2023-26, to further the aims of the Equality Duty. During the period of this report (1 October 2023 – 31 March 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 people 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 victims of crime and wider communities. Tackle hate crime and address any complaints and concerns raised.
4. Adopt and advance the Police Race Action Plan and NPCC anti-racism principles.
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 six months October 2023 to March 2024 Essex Police received 1,202 applications to be a Police Constable. Of the 1,202 applications received 484 were from females (40%) and 186 (15%) from Ethnic Minority applicants.

Main advertising tactics were as follows:

- Aligning recruitment to Black History Month including officer case studies, and an ITV news feature on diversity within policing, with Supt Naomi Edwards and PC Luke Watson.
- Paid-for recruitment adverts across Facebook, LinkedIn and Instagram, showing the different roles across the force.
- Glassdoor/Indeed advertising.
- Case studies across Essex Police social media channels and website, e.g. Meet Sergeant Wendy Crowson | Essex Police
- Weekly good news stories linked with a recruitment call to action.

- Passing Out Parade video and profile content.
- Mobile adverts targeting London commuters.
- Mobile phone adverts targeting 18–30-year-old men and women from ethnic minority communities.
- SEO and Google adverts to ‘hi-jack’ national news, including the historical data wash, (Join a force that values and respects you).

Publications

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

- We placed a Transferee and new starter advert in Redbridge - Redbridge Life, to run across the year. Redbridge Life is a community newspaper produced by the Council and is distributed four times a year, delivering 106,000 copies, plus 6,000 to all libraries and public buildings, free to homes, and businesses across the Borough. Having unrivalled readership and a community feel, Redbridge Life gets right to the heart of the issues that matter to local people as well as creating unique platforms for our advertisers, reaching 265,000 potential new customers (this is based on an ABC1 of 2.5 readers per copy)
- 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.

Internal campaigns

A recruitment campaign on internal channels uses staff advocacy ‘Focus On’ case studies to promote different roles.

We also use Viva Engage to encourage staff/officer advocacy.

Our Positive Action Team have worked closely with the Media and Communications Team and support networks to link into national awareness events such as International Women’s Day, Race Equality Week, and World Religion Day, showing how we support and police our communities.

The Positive Action Team, Innovation Team and Corporate Recruitment Team have also undertaken a significant amount of outreach activity to promote policing as a career of choice. Activity has included attending recruitment events in:

- Westham stadium
- Cambridge University
- Ilford DWP Job centres
- Essex County Council
- Colchester Community 360

Additionally, 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.
- Police stations with booked appointments with members of the public interested in joining.

The Positive Action Team have also attended a number of engagements & events across the county within diverse communities, to discuss pathways into policing, and to help build trust and confidence through the promotion of the Police Race Action Plan and Support Networks (MESA/NBPA). This has been a platform for The Positive Action Team to showcase opportunities within Essex Police and our ambition to retain and progress our workforce.

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		
	30/09/2023	31/03/2024	% Change	30/09/2023	31/03/2024	% Change
Total Workforce	4.04%	4.07%	0.03%	0.48%	0.51%	0.03%
Officers	4.05%	4.14%	0.09%	0.37%	0.39%	0.02%
Staff	4.11%	4.06%	-0.05%	0.56%	0.61%	0.05%
PCSO	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Specials	4.95%	4.78%	-0.17%	1.41%	1.59%	0.18%

The above shows a slight increase in representation in ethnic minority proportions for officers but a reduction in staff and Specials, with PCSOs remaining static. Attrition is closely monitored through the Quarterly Chief Officer Group and PFCC HR Update. In this 6-month period, we have seen 5 ethnic minority officer leavers, for a variety of different reasons. Of the 5, 3 resigned, 1 transferred to another force (to the Metropolitan Police Service), and 1 was a dismissal. All the resignations are reviewed for any common themes or organisational learning. Of the 3 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 resigning whilst under investigation, 1 officer cited work / life balance, along with secondary reasons of financial reasons and lack of opportunity and the third cited unfair treatment but refused to engage or provide any further detail in relation to this.

With regards to force level officer representation, there are currently 158 ethnic minority officers (4.14%), as at 31st March 2024. This is a slight increase when compared to the position as at 30th September 2023 (154 / 4.05%).

The current proportion of 4.14% is 7.15 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 30th September 2023 and 31st March 2024:

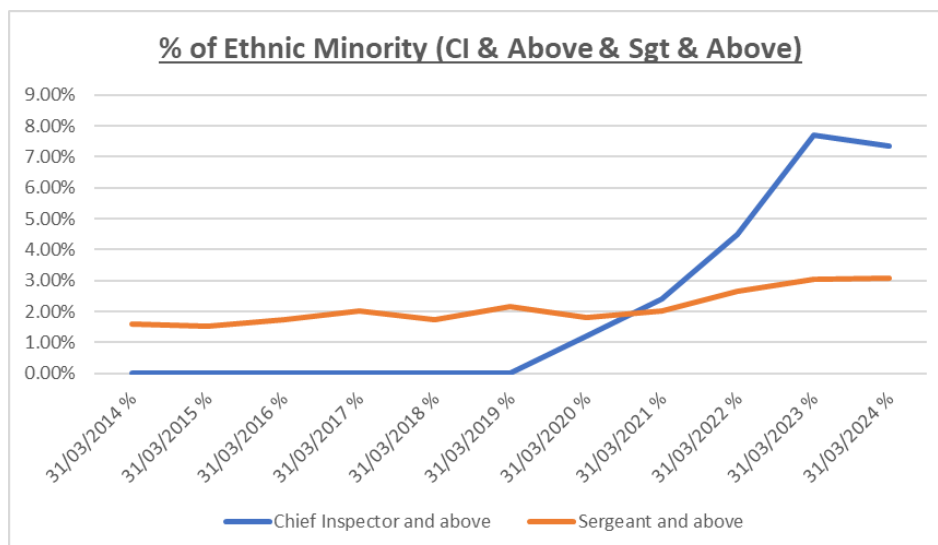
Rank	Ethnic Minority Officers					
	30/09/2023		31/03/2024		Difference	
	H'Count	%	H'Count	%	H'Count	%
Chief Officer		0.00%		0.00%	0	0.00%
Chief Superintendent	2	18.18%	2	15.38%	0	-2.80%
Superintendent	2	9.09%	2	8.00%	0	-1.09%
Chief Inspector	3	5.88%	3	5.77%	0	-0.11%
Inspector	3	2.08%	5	2.92%	2	0.84%
Sergeant	13	2.48%	11	2.30%	-2	-0.18%
Constable	116	4.22%	125	4.42%	9	0.21%
Student Constable	15	5.05%	10	4.03%	-5	-1.02%
Grand Total	154	4.04%	158	4.14%	4	0.10%

Rank	Black or Black British					
	30/09/2023		31/03/2024		Difference	
	Black	% Black	Black	% Black	H'Count	%
Chief Officer				0.00%	0	0.00%
Chief Superintendent	1	4.55%		0.00%	-1	-4.55%
Superintendent	1	1.96%	1	4.00%	0	2.04%
Chief Inspector			1	1.92%	1	1.92%
Inspector				0.00%	0	0.00%
Sergeant	1	0.19%	1	0.21%	0	0.02%
Constable	10	0.36%	10	0.35%	0	-0.01%
Student Constable	1	0.34%	2	0.81%	1	0.47%
Grand Total	14	0.37%	15	0.39%	1	0.02%

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 Inspectors and Constables. Representation at the ranks Chief Officer, Chief Superintendent, Superintendent and Chief Inspector have remained static and there has been a minor reduction at Sergeant 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 Chief Superintendent, Chief Inspector 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 31st March 2024:



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 31st March 2019 until the current position (as at 30th September 2023) there has been a significant increase in the representation at this level, increasing from 1.22% as at 31st March 2020 to 7.37% as at 31st March 2024.

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 31st March 2014 to 3.09% as at 31st March 2024.

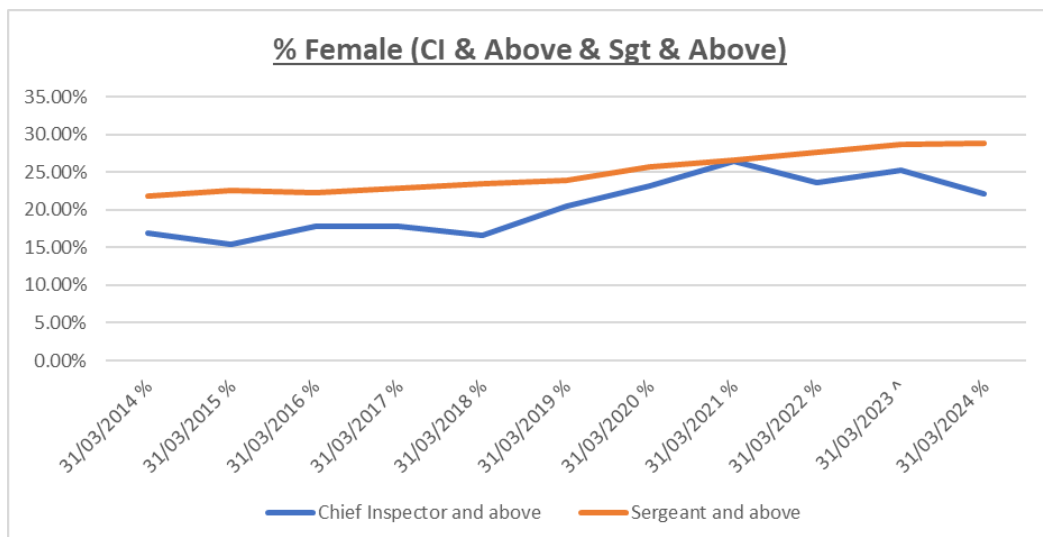
The table below shows the headcount and proportion of female officers by rank for 30th September 2023 and 31st March 2024:

Rank	Female Officers					
	30/09/2023		31/03/2024		Difference	
	H'Count	%	H'Count	%	H'Count	%
Chief Officer	1	16.67%	1	20.00%	0	3.33%
Chief Superintendent	3	27.27%	3	23.08%	0	-4.20%
Superintendent	5	22.73%	5	20.00%	0	-2.73%
Chief Inspector	11	21.57%	12	23.08%	1	1.51%
Inspector	46	31.94%	54	31.58%	8	-0.37%
Sergeant	155	29.58%	140	29.23%	-15	-0.35%
Constable	1057	38.41%	1101	38.95%	44	0.54%
Student Constable	144	48.48%	120	48.39%	-24	-0.10%
Grand Total	1422	37.35%	1436	37.59%	14	0.24%

There has been an increase in the overall proportion and headcount of female officers since 30th September 2023, with the largest increase being at the rank of Constable.

For information, the current headcount of 1436 female officers and proportion of 37.59% 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 31st March 2024:



The graph shows that the percentage of female Chief Inspectors and above increased from 16.88% as at 31st March 2014 to a high of 26.51% as at 31st March 2021. Since that date, the position has reduced to 22.11% as at 31st March 2024.

For Sergeants and above the position has shown a steady but small increase year on year from 21.81% as at 30th March 2014 to 28.86% as at 31st March 2024.

For information, the current headcount of 1436 female officers and proportion of 37.59% are the highest ever on record.

As part of our commitment to staff parity, the table below shows the headcount and proportion of female staff in senior leadership positions for 31st March 2023 and 31st March 2024:

Female Staff						
Scale Point	31/03/2023		31/03/2024		Difference	
	Headcount	%	Headcount	%	Headcount	%
% of Chief Officers	2	100.00%	2	100.00%	0	0.00%
% of SPS 8 - SPS 10	1	16.67%	2	28.57%	1	11.90%
% of SPS 5 - SPS 7	3	42.86%	5	55.56%	2	12.70%
% of SPS 2 - SPS 4	7	58.33%	7	50.00%	0	-8.33%
Headcount of Senior Staff	13	39.17%	16	48.69%	3	9.52%

For the purposes of this report, senior staff leadership position scale points have been grouped together to provide an indicative comparator against the police officer equivalent ranks as follows:

- SPS2 – SPS4 – Chief Inspector
- SPS5 – SPS 7 – Superintendent
- SPS8 – SPS10 – Chief Superintendent

The table only shows Essex Police employees and therefore any senior staff leaders working in collaborative roles but employed by Kent Police are not included. This data will continue to be developed and included in future reports.

There has been an increase in the overall proportion and headcount of female staff in senior leadership positions since 31st March 2023, with the largest increase being in the grading group of SPS5 – SPS7.

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. 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 3 and quarter 4 of 2023/4, several promotion processes have taken place. Events held in this reporting period include two promotion processes for Sergeant and an ACC promotion process. The results of each process are as follows:

Sergeant - December 2023:

- 82 candidates entered the process, 1 candidate was external (Metropolitan Police Service)
- 2 candidates were from an ethnic minority background, 50% of which were successful (1).
- 30 candidates were female, 80% of which were successful (24).
- Overall, 60 internal candidates were successful, a pass rate of 73%. 1.7% of successful candidates were from an ethnic minority background and 40% were female.

ACC – February 2024:

- 2 candidates entered the process, (both internal)
- 0 candidates were from an ethnic minority background.
- 1 candidate was female and 1 was successful.
- Overall, 1 candidate was successful, a pass rate of 50%.

Sergeants – March 2024:

- 27 candidates entered the process (all internal).
- 7.4% of candidates (2) were from an ethnic minority background, and both were successful.
- 26% of candidates were female (7) , 5 of which were successful.
- Overall, 19 candidates were successful, a pass rate of 70%.10.5% of successful candidates were from ethnic minority backgrounds and 26% were female.

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.

Event included Hate Crime Awareness Week, which saw a week of action to encourage key partners and communities to tackle hate crime. All across the County a series of events took place, ranging from Teams Calls from the Crown Prosecution Service to Officers patrolling hotspot areas and engaging with communities and handing out leaflets. The Force Lead Chaplain also arranged the first ever 'Belief

and Blue Lights' Conference held at Chelmsford Cathedral. The tri-service event was hosted by Canon Moody and saw each service give an overview of faith in their own service. Positive feedback was received across all services. The Diversity Team also worked with our internal Multi-Ethnic Support Association to deliver our Annual Black History Month event at Springfield Park Baptist Church. The theme of this years' event was "Saluting our Sisters and Matriarchs of Movements which have influenced policing". Around 80 attendees from both inside and outside of Essex Police met in person to celebrate black history month, with both internal and external speakers giving lived experiences.

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

Diversity Category	Employee Group	Headcount as at 31/03/24 and 30/09/23				Diversity Category Completion Rates		
		Headcount as at 31/03/2024	% as at 31/03/2024 & Direction of Travel vs 31/03/2023	Headcount as at 31/03/2023	Position as at 31/03/2023	Completion Rate % as at 31/03/2024 & Direction of Travel vs 31/03/2023	Completion Rate % - 31/03/2023	Completion Rate % - 31/03/2022
Gender: Female	Officers	1436	37.59% ↑	1414	37.09%	100.00% →	100.00%	100.00%
	Staff	1549	67.61% ↑	1570	67.38%	100.00% →	100.00%	100.00%
	PCSOs	65	63.73% ↓	68	65.38%	100.00% →	100.00%	100.00%
	Specials	72	28.69% ↓	102	31.19%	100.00% →	100.00%	100.00%
Self Declared Gender: Prefer to Self Describe	Officers	6	0.16% ↑	5	0.13%	72.85% ↑	70.75%	66.99%
	Staff	2	0.09% ↓	3	0.13%	74.30% ↑	72.11%	68.40%
	PCSOs	0	0.00% →	0	0.00%	51.96% ↑	51.43%	47.57%
	Specials	0	0.00% →	0	0.00%	71.54% ↓	73.95%	77.14%
Religion: Declared a Religion	Officers	882	23.09% ↑	873	22.90%	70.03% ↑	67.89%	63.64%
	Staff	701	30.60% ↑	684	29.36%	70.51% ↑	68.04%	64.09%
	PCSOs	27	26.47% ↓	28	26.92%	51.96% ↑	50.48%	44.66%
	Specials	93	37.05% ↑	113	34.56%	69.96% ↓	71.86%	75.43%
Ethnicity: Ethnic Minorities	Officers	158	4.14% ↑	156	4.09%	100.00% →	100.00%	100.00%
	Staff	93	4.06% ↓	97	4.16%	100.00% →	100.00%	100.00%
	PCSOs	0	0.00% →	0	0.00%	100.00% →	100.00%	100.00%
	Specials	12	4.78% ↓	17	5.20%	100.00% →	100.00%	100.00%
Sexuality: Bisexual/Gay/Lesbian	Officers	213	5.58% ↑	195	5.12%	72.04% ↑	69.94%	66.03%
	Staff	87	3.80% ↓	89	3.82%	73.25% ↑	71.04%	67.21%
	PCSOs	5	4.90% ↑	3	2.88%	51.96% ↑	51.43%	47.57%
	Specials	8	3.19% ↓	13	3.98%	70.75% ↓	73.35%	76.92%
Disability: Yes	Officers	291	7.62% ↑	253	6.64%	47.62% ↑	43.05%	35.26%
	Staff	227	9.91% ↑	216	9.27%	55.15% ↑	50.97%	44.06%
	PCSOs	19	18.63% ↑	14	13.46%	37.25% ↑	33.33%	23.30%
	Specials	4	1.59% ↑	4	1.22%	42.29% ↑	37.13%	30.56%
Nationality: Declared Nationalities Excluding British	Officers	62	1.62% ↑	61	1.60%	98.95% ↑	98.82%	98.88%
	Staff	44	1.92% ↑	44	1.89%	98.08% ↓	98.16%	98.21%
	PCSOs	0	0.00% →	0	0.00%	99.02% ↓	99.05%	100.00%
	Specials	6	2.39% ↓	9	2.75%	98.81% ↓	99.40%	98.93%
Marital Status: Married or Civil Partnership	Officers	1240	32.46% ↑	1229	32.24%	50.76% ↓	51.86%	55.99%
	Staff	872	38.06% ↓	892	38.28%	57.46% ↓	58.56%	61.49%
	PCSOs	52	50.98% ↑	52	50.00%	82.35% ↑	79.05%	85.44%
	Specials	29	11.55% ↑	35	10.70%	26.09% ↑	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 and also nationality for staff. PCSOs have also predominantly increased in their declarations, including marital status. Specials completing their declarations has reduced in most categories, except disability and marital status, which have 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 people in respect of the use of police powers such as stop searches and the use of force.

Use of Force¹

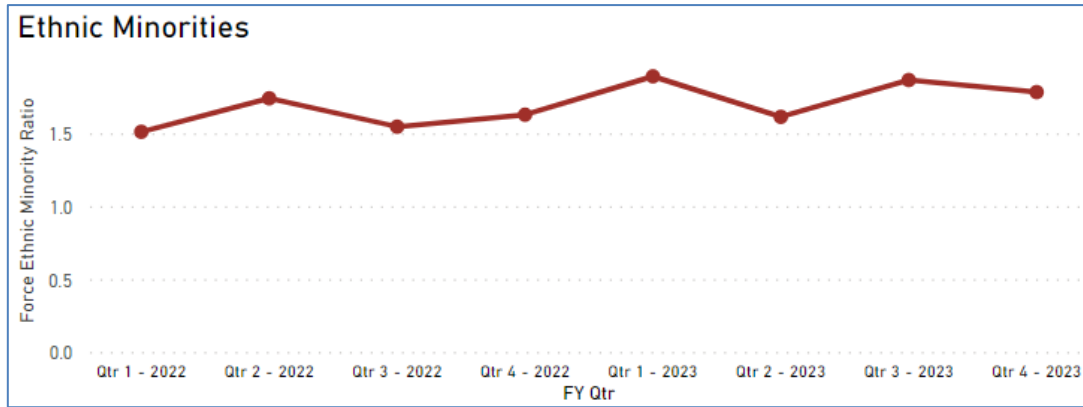
Essex Police monitors the disproportionality in Use of Force on a regular basis and this data is reported in every quarter.

	Use of Force per 1000 population						Ratio to White				
	White	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Group	Total Ethnic Minorities	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Group	Total Ethnic Minorities
Force	2.88	2.39	9.10	3.26	7.89	5.13	0.83	3.16	1.13	2.74	1.78

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 1.8 times more likely to have force used upon them than White individuals, a rise from 1.6 times more likely in December 2023.

¹ 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.

Force	Ratio Ethnic Minority:White (White =1)	Force	Ratio Black:White (White =1)
Derbyshire	1.75	Sussex	5.96
Avon & Somerset	1.58	Derbyshire	5.32
Sussex	1.49	Hertfordshire	4.96
Hertfordshire	1.46	Hampshire	4.33
Staffordshire	1.39	Avon & Somerset	3.50
Essex	1.33	Leicestershire	3.25
Hampshire	1.15	Staffordshire	3.25
Leicestershire	0.95	Essex	2.70

Nationally comparisons for Use of Force data are published annually, the above table is based on Home Office data for the whole Financial Year 2022/23. The data for 2023/24 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

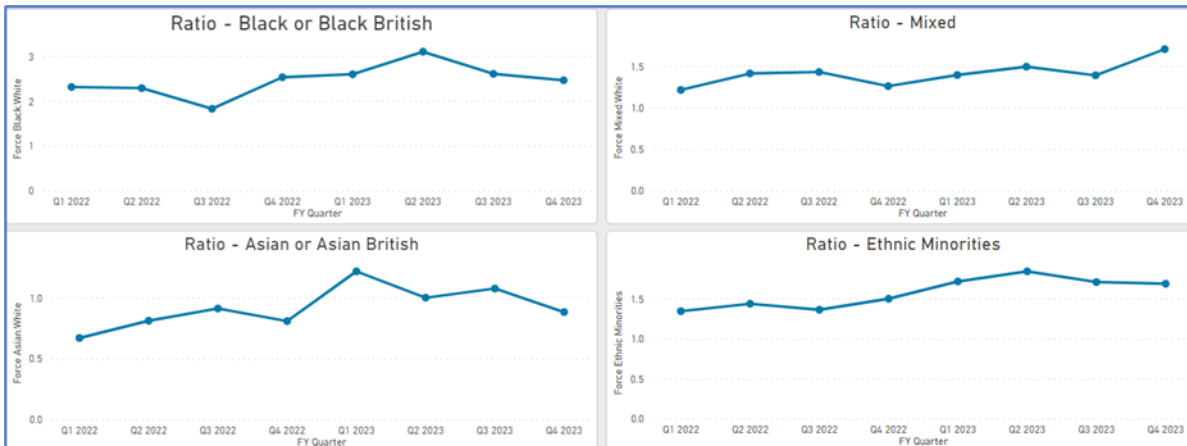
Stop and Search

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

Force	Stops per 1000 population						Ratio to White				
	White	Mixed	Asian or Asian British	Black or Black British	Other Ethnic Group	Total Ethnic Minorities	Mixed	Asian or Asian British	Black or Black British	Other Ethnic Group	Total Ethnic Minorities
Force	1.32	2.25	1.16	3.25	3.12	2.22	1.70	0.88	2.46	2.36	1.68

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

- Ethnic Minority individuals are 1.7 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.

Force	Ratio Ethnic Minority:White (White =1)	Force	Ratio Black:White (White =1)
Sussex	3.57	Sussex	9.30
Essex	3.10	Hampshire	6.10
Hertfordshire	2.98	Leicestershire	6.05
Derbyshire	2.70	Hertfordshire	5.66
Hampshire	2.62	Derbyshire	5.07
Leicestershire	1.75	Essex	4.99

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 September 2023 to February 2024.

Essex has the second 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 victims of crime and wider communities.

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

Examples of activity to increase confidence and satisfaction includes providing training to CPT officers and staff across the Force to broaden their knowledge of Hate Crime which intrinsically adds value to the outcomes of the Diversity Strategy. We are also providing inputs on Hate Crime to school settings with a view to improving knowledge of the impact Hate Crime has on victims. The team have provided training to staff at all hotels housing refugees and engaged heavily with residents in line with both The Force Plan and the Diversity Strategy.

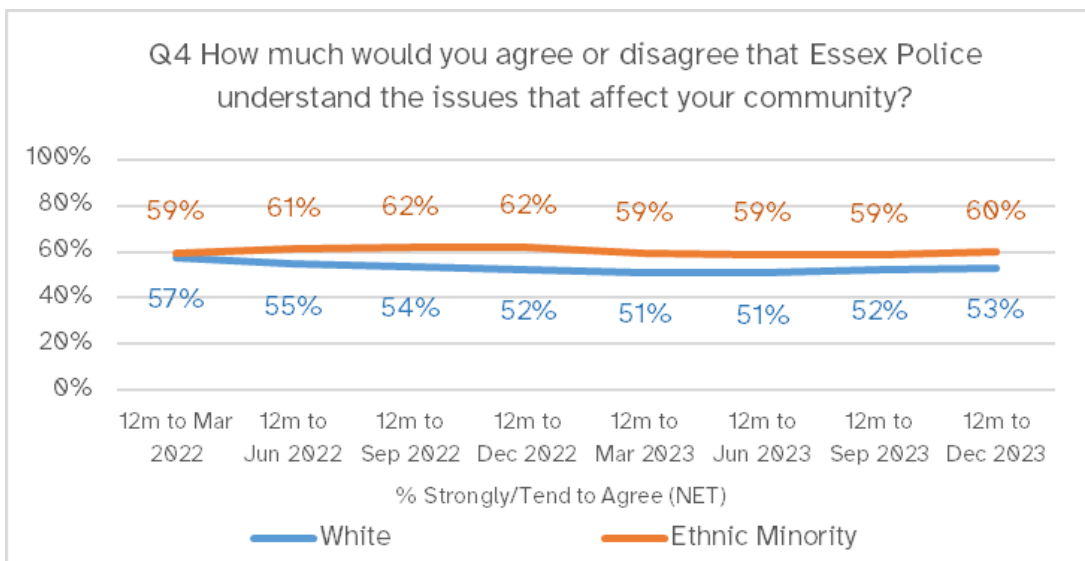
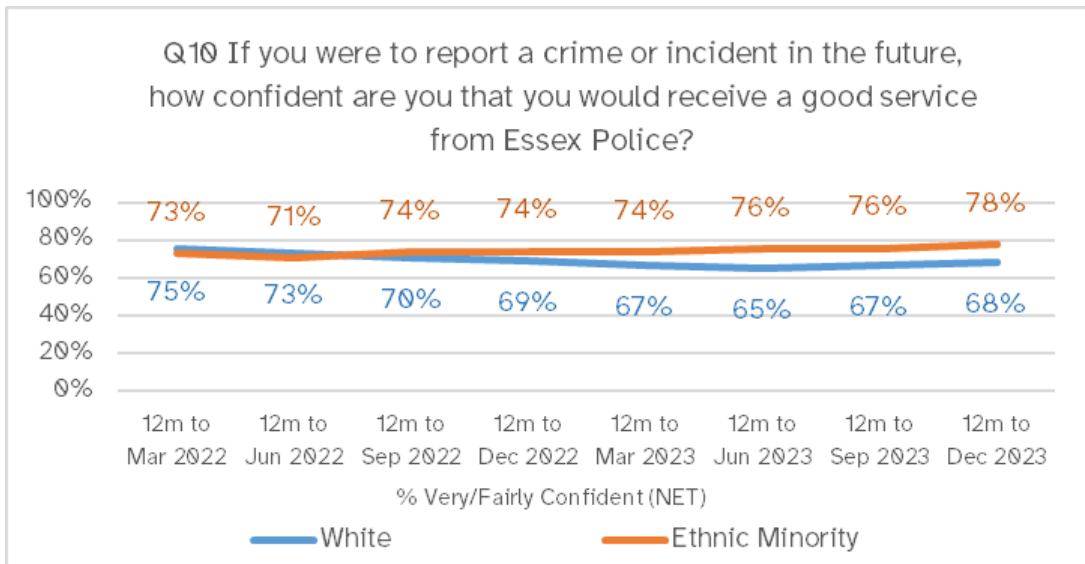
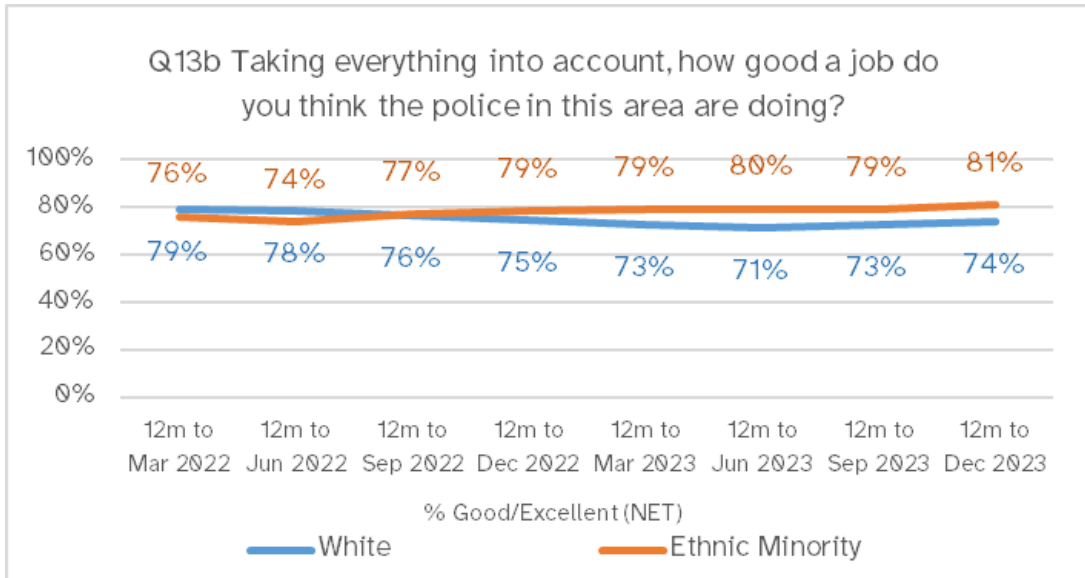
Learning and Development held their first Learning and Development IAG meeting in February, with the intention being to build on external links into training, to have scrutiny over delivery of training and for community engagement with our student Officers. Aims and objectives for the IAG are still being shaped however good attendance and representation from a diverse group of IAG members which will provide immeasurable benefits to our training content, provision and delivery methods.

The Diversity Team have worked with the Brentwood and Epping IAG to deliver a Police Race Action Plan event to a group of black community members in Loughton. The group received an input contextualising the Plan, what it means for policing, the public and what Essex Police are doing to progress it. The event was very well received and will lead to the formation of a Reference Group through which we can receive feedback and suggestions from black community members on our activity to continue building trust and confidence.

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)



All respondents' confidence remained stable in the 12 months to December 2023 compared to the same period in the previous year.

Ethnic Minority confidence is higher than White confidence for all three questions in this period.

White respondents answered less positively to Q13b and Q10 in the 12 months to December 2023 compared to the same period in the previous year. Ethnic Minorities increased by 2% pts. for Q13b and increased by 4% pts. for Q10. White respondents' confidence increased by 1% pt. for Q4 and Ethnic Minority confidence decreased by 2% pts. for the same question.

- The disparity increased for Q13b and Q10 when compared to the 12 months to December 2022 (3% points for Q13b and 5% points for Q10). The disparity decreased for Q4 over the same period (3% points).

Q13b: *"Taking everything into account, how good a job do you think the police in this area are doing?"*. Confidence for all respondents remained stable for the 12 months to December 2023. There was a decrease of 1% pt. for White respondents and a 2% pt. increase for Ethnic Minority respondents compared to the same period in the previous year.

- The disparity increased by 3% pts in December 2023 compared to December 2022. The level of confidence for Ethnic Minority respondents was 7% pts. higher compared to White respondents in the 12 months to December 2023, compared to 4% pts. 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 December this year compared to the same period last year but decreased by 2% pts. for Ethnic Minority respondents and increased for White respondents by 1% pt.

- The level of confidence for Ethnic Minority respondents was 7% pts. higher compared to White respondents in the 12 months to December 2023, compared to 10% pts. higher compared to White respondents in the 12 months to December 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 (78%) compared to White respondents (68%) in the 12 months to December 2023. White respondents showed a decrease of 1% pt. compared to the same period the previous year, Ethnic Minority respondents showed an increase of 4% pts.

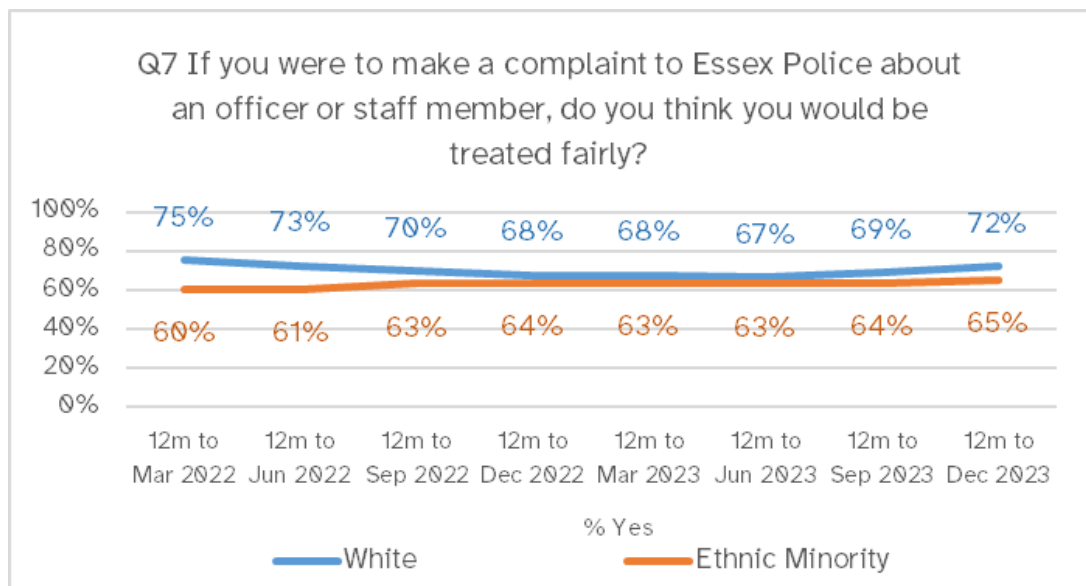
- The disparity increased by 5% pts in December 2023 compared to December 2022. The level of confidence for Ethnic Minority respondents was 10% pts. higher compared to White respondents in the 12 months to December 2023, compared to 5% pts. higher for the same period in the previous year.

Monitoring the confidence of Ethnic Minority individuals and the service they receive from Essex Police is measured by the independent force survey². In the 12 months to December 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.

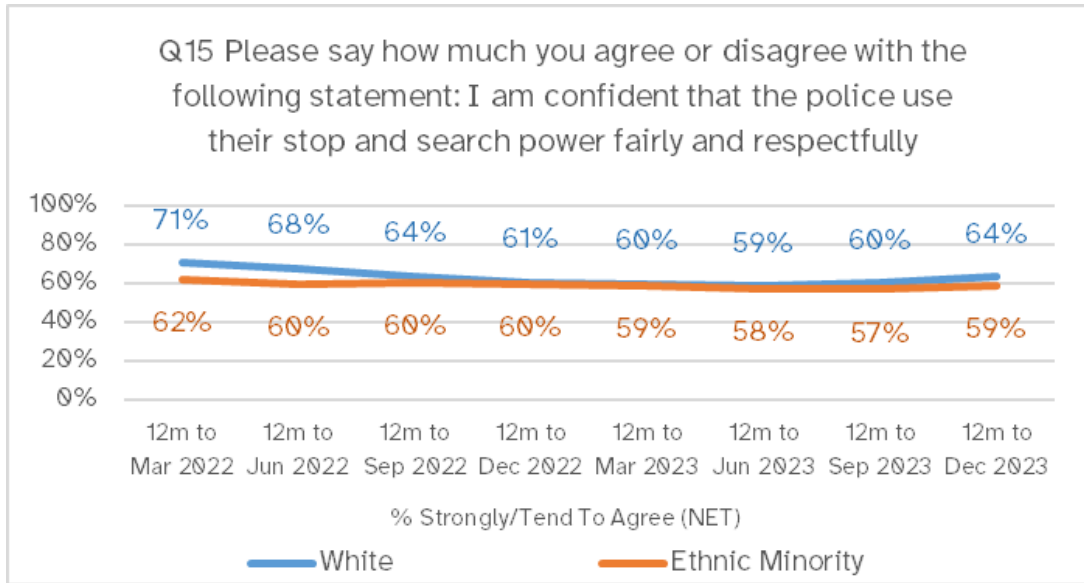
Increase the confidence of Ethnic Minorities, working to increase the number of those who feel they would be treated fairly if they made a complaint, as measured by the independent force survey

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)



² Data supplied by SMSR: Social & Market Strategic Research. Data to December 2023.



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 was a significant increase in confidence for White respondents, Ethnic Minority respondents’ confidence remained stable in the 12m to December 2023.

- The disparity increased from 4% pts. to 7% pts. compared to the same period in the previous year. Ethnic minority confidence was lower in both periods (12m to December 2023 65% vs 72%, 12m to December 2022 64% vs 68%).

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 December 2023 compared to the same period in the previous year. Ethnic Minority confidence showed a decrease of 1% pt (59% vs 60%), White confidence showed an increase of 3% pts (64% vs 61%).

- The level of confidence for Ethnic Minority respondents was 5% pts. lower compared to White respondents in the 12 months to December 2023, compared to 1% pt. 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 December 2023 compared to the 12 months to December 2022. However, confidence of White respondents has increased more than Ethnic Minority respondents. 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 Police Race Action Plan and NPCC Anti-racism Principles.

The Police Race Action Plan sets out changes across policing to improve outcomes for Black people who work within or interact with policing.

The plan was developed jointly by the College of Policing and the National Police Chiefs' Council (NPCC), working in collaboration with Black communities and partners – including the National Black Police Association (NBPA) and an independent scrutiny and oversight board (ISOB).

The Plan aims to address:

- disparities affecting Black people.
- lower levels of trust and confidence in the police among some Black people.

Essex Police have adopted The Police Race Action Plan within the refreshed DEI Strategy, which was published in March 2024. The plan will be advanced through four key workstreams, which have been split as follows:

- 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 Senior Leadership Team lead to monitor and drive activity.

The Diversity and Inclusion Team are responsible for ensuring progress is achieved against each action. 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.

The NPCC Director for the Police Race Action Plan and the Independent Scrutiny Oversight Board (ISOB) have both received briefings regarding Essex Police activity on the Plan during this reporting period. Both the NPCC and ISOB have provided positive feedback to Essex Police regarding their proactivity in progressing activity linked to the plan and the way in which it is being embedded through the Diversity Strategy.

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

The Force Lead Chaplain is continuing to build relationships with all faith and belief groups across the county, whilst also providing pastoral support within the organisation. Since the previous report, 12 more chaplains have been recruited and trained meaning we now have 15 in total.

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 14th 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 have now shared all 10 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 are 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, with an increasing number of ethnic minority applicants for police officer roles and the number of female officers continuing 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 & 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 Team have submitted a bid to the Research and Innovation Board to commission academic research into the disproportionality which exists in the recruitment process between white and ethnic minority individuals. This is expected to assist the Positive Action and HR Corporate Recruitment teams in reviewing existing processes to reduce this disparity, which would be likely to lead to improvements in workforce representation.

The Force Lead Chaplain is leading on the delivery of the first Essex Police Memorial Day event, where colleagues will attend to remember by name those on the Roll of Honour who have died whilst carrying out their duty, as well as those serving colleagues who have passed in the last two years. This is intended to become an annual event and is expected to continue building on our internal activity to improve our inclusive culture across the organisation.

The Diversity Team will be leading on the delivery of our third Towards Excellence Conference in May 2024, with 200 diverse community safety partners, key stakeholders and police officers and staff coming together to celebrate the work we are doing within our organisation, with partners and in our communities to improve the service we deliver for the public. It is also an opportunity to acknowledge that we're still not where we want to be and how we can identify the steps we need to take to get us there.