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Guidance

Tab 1: Projection Summary

This tab contains information on the current and projected representation for both FEMALES and BLACK, ASIAN, MIXED and OTHER ethnic groups. Projections go to March 2023 and are based on two scenarios:

- The first scenario is "Do nothing". This projects future representation based on the forces 'usual' joiner/leaver rates (year to date rates) from the current position.
- The second scenario is "recruiting a representative cohort". These projections are based on recruiting at a rate to represent the population of the Police Force Area. For example, at the England and Wales level, the model calculates what representation of officers from a Black, Asian, Mixed or Other ethnic group would look like in March 2023 if the proportion of new joiners from these groups was 14.0% (2011 Census population estimates).

Tab 2, 3, 4 and 5: Dashboards

Though these tabs relate to different protected characteristics and groups, they all have a very similar layout, which is explained below.

These tabs are designed to give the force more insight into their data, and highlight where the force may want to examine the data in more detail.

There are four indicators on each tab relating to the current position, the joiner rate and the attrition rate. These are slightly different for the GENDER protected characteristic and the ETHNICITY protected characteristic (details below).

A 'status level' is given for each indicator for each force.

The table below explains what these indicators are, and what the status level means.

Four indicators for FEMALE representation:

1. Indicator 1: Current female representation (Looks at female representation in this force compared with the England and Wales figure).
2. Indicator 2: Female joiner rate (Looks at the proportion of joiners who are female (since April 2020) compared with the England and Wales figure).
3. Indicator 3: Female joiner rate compared with previous years (Looks at the proportion of joiners who are female (since April 2020) compared with the previous three year average rate FOR THE SAME FORCE).
4. Indicator 4: Female attrition rate (Looks at the proportion of females who have left since April 2020 compared with the proportion of males FOR THE SAME FORCE).

	What is being measured?	What does the status level mean?
Indicator 1: Current female representation	This indicator looks at the current proportion of the workforce who are female, compared with the England and Wales rate.	Status level 1: This level means that the representation of females within this force is greater than the overall England and Wales rate. The remaining forces are then split into three groups depending on how 'far' they are from the England and Wales rate. Status level 2: This means that the female representation is below the England and Wales rate, but quite close. Status level 3: Forces at this level are a bit further away from the England and Wales rate. Status level 4: Forces at this level have the lowest female representation.
Indicator 2: Year to date female joiner rate	This indicator looks at the proportion of joiners (since April 2020) who are female, compared with the England and Wales rate.	Status level 1: This level means that the representation of female joiners within this force is greater than the overall England and Wales rate. The remaining forces are then split into three groups depending on how 'far' they are from the England and Wales rate. Status level 2: This means that the female joiner representation is below the England and Wales rate, but quite close. Status level 3: Forces at this level are a bit further away from the England and Wales rate. Status level 4: Forces at this level have the lowest female representation.
Indicator 3: Year to date joiner rate against previous joiner rate	This indicator looks at the proportion of joiners (since April 2020) who are female, compared with the previous three year rate FOR THE SAME FORCE.	Status level 1: This level means that the year to date female joiner rate is better than the rate for THE SAME FORCE in previous years. The remaining forces are then split into three groups depending on how 'far' they are from their own previous rate. Status level 2: This means that the female joiner rate is below the three year joiner rate that the force has achieved previously, but quite close. Status level 3: Forces at this level are a bit further away from previous years' rates. Status level 4: Forces at this level have the much lower rates than previous years.
Indicator 4: Attrition rate of females	This indicator looks at the proportion of females who have left since April 2020 compared with the proportion of males FOR THE SAME FORCE).	Status level 1: This level means that the proportion of females leaving the service is less than the proportion of males leaving. The remaining forces are then split into three groups depending on how different their male and female attrition rates are. Status level 2: This means that the proportion of females leaving is slightly greater than the proportion of males leaving. Status level 3: Forces at this level have a lightly larger discrepancy between male and female attrition rates. Status level 4: Forces at this level have the largest discrepancies between male and female attrition rates.

Four indicators for BLACK, ASIAN, MIXED and OTHER ethnic group representation:

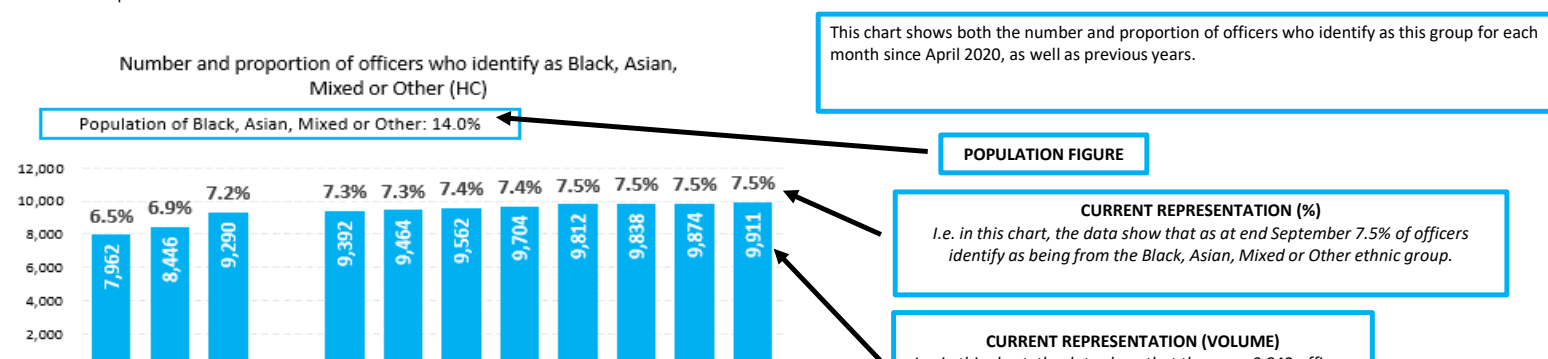
The main difference to the FEMALE indicators is that the comparison rate is the population who identify as Black, Asian, Mixed or Other rather than the England and Wales rate.

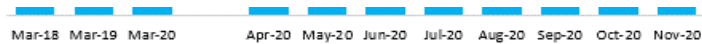
- Indicator 1: Current Black, Asian, Mixed or Other representation (Looks at Black, Asian, Mixed or Other representation in this force compared with the Police Force Area population figure).
- Indicator 2: Black, Asian, Mixed or Other joiner rate (Looks at the proportion of joiners who are Black, Asian, Mixed or Other (since April 2020) compared with the Police Force Area population figure).
- Indicator 3: Black, Asian, Mixed or Other joiner rate compared with previous years (Looks at the proportion of joiners who are Black, Asian, Mixed or Other (since April 2020) compared with the previous three year average rate FOR THE SAME FORCE).
- Indicator 4: Black, Asian, Mixed or Other attrition rate (Looks at the proportion of officers from a Black, Asian, Mixed or Other group who have left since April 2020 compared with the proportion of officers from a White group FOR THE SAME FORCE).

	What is being measured?	What does the status level mean?
Indicator 1: Current Ethnicity representation	This indicator looks at the current proportion of the workforce who are Black, Asian, Mixed or Other, compared with the Police Force Area population.	Status level 1: This level means that the representation of Black, Asian, Mixed or Others within this force is greater than the Police Force Area population. The remaining forces are then split into three groups depending on how 'far' they are from the population. Status level 2: This means that the Black, Asian, Mixed or Other representation is below the population rate, but quite close. Status level 3: Forces at this level are a bit further away from the population representation. Status level 4: Forces at this level have the lowest Black, Asian, Mixed or Other representation compared with their Police Force Area population.
Indicator 2: Year to date joiner rate	This indicator looks at the proportion of joiners (since April 2020) who are Black, Asian, Mixed or Other, compared with the Police Force Area population.	Status level 1: This level means that the representation of Black, Asian, Mixed or Other joiners within this force is greater than the Police Force Area population. The remaining forces are then split into three groups depending on how 'far' they are from the population. Status level 2: This means that the Black, Asian, Mixed or Other joiner representation is below the population rate, but quite close. Status level 3: Forces at this level are a bit further away from the population representation. Status level 4: Forces at this level have the lowest Black, Asian, Mixed or Other representation compared with their Police Force Area population.
Indicator 3: Year to date joiner rate against previous joiner rate	This indicator looks at the proportion of joiners (since April 2020) who are Black, Asian, Mixed or Other, compared with the previous three year rate FOR THE SAME FORCE.	Status level 1: This level means that the year to date Black, Asian, Mixed or Other joiner rate is better than the rate for THE SAME FORCE in previous years. The remaining forces are then split into three groups depending on how 'far' they are from their own previous rate. Status level 2: This means that the Black, Asian, Mixed or Other joiner rate is below the three year joiner rate that the force has achieved previously, but quite close. Status level 3: Forces at this level are a bit further away from previous years' rates. Status level 4: Forces at this level have the much lower rates than previous years.
Indicator 4: Attrition rate	This indicator looks at the proportion of officers from a Black, Asian, Mixed or Other background who have left since April 2020 compared with the proportion of officers from the White group who have left over the same time period (FOR THE SAME FORCE).	Status level 1: This level means that the proportion of officers who identify as Black, Asian, Mixed or Other leaving the service is less than the proportion of those who identify as White leaving. The remaining forces are then split into three groups depending on how different their White and Black, Asian, Mixed or Other attrition rates are. Status level 2: This means that the proportion of Black, Asian, Mixed or Other officers leaving is slightly greater than the proportion of White officers leaving. Status level 3: Forces at this level have a lightly larger discrepancy between White and Black, Asian, Mixed or Other attrition rates. Status level 4: Forces at this level have the largest discrepancies between White and Black, Asian, Mixed or Other attrition rates.

Interpreting the charts

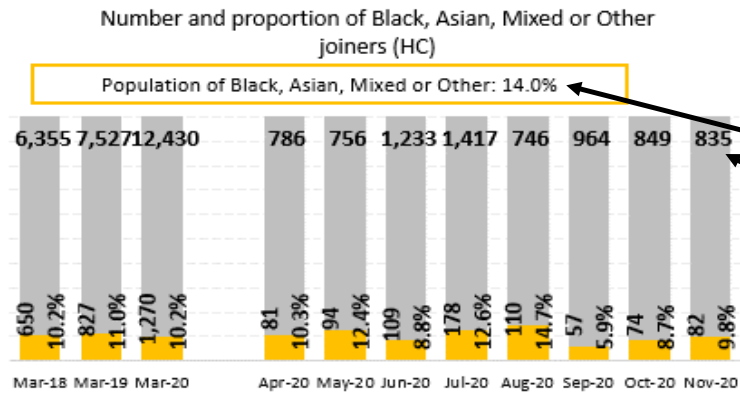
Indicator 1: Example





I.e. in this chart, the data show that there are 9,842 officers who identify as Black, Asian, Mixed or Other as at end

Indicator 2 and 3: Example



There's quite a lot of information on this chart:

- Total joiner numbers
- Joiner numbers who identify as this group
- Joiner rate for this group

POPULATION FIGURE

TOTAL JOINERS (VOLUME) - ALL GROUPS

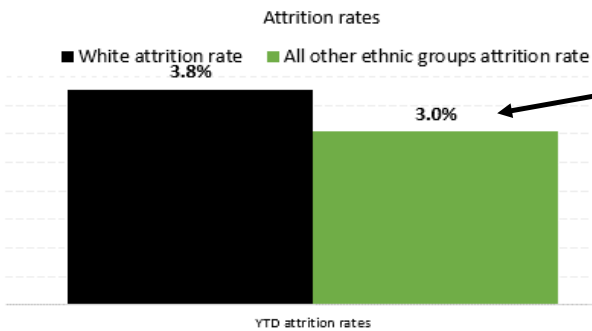
This figure shows the total number of joiners (from all groups) in each month for this force. I.e. in this chart,

JOINER RATE FOR THIS GROUP (VOLUME AND %)

There are two figures in the base of the bar. The first figure is the volume number of officers who joined in the month who identify as being from the group we are looking at. The second figure relates to what this means as a proportion of all joiners within the group.

I.e. in this chart, the data show that of the 964 officers who joined in September 2020, 57 identified as being from the Black, Asian, Mixed, or Other ethnic group. Once the "unknown" cases are removed, this equates to 5.9% of joiners.

Indicator 4: Example



This chart shows two attrition rates, one for the group we're looking at, and another for a comparison group (either White or Male depending on which protected characteristic we're looking at).

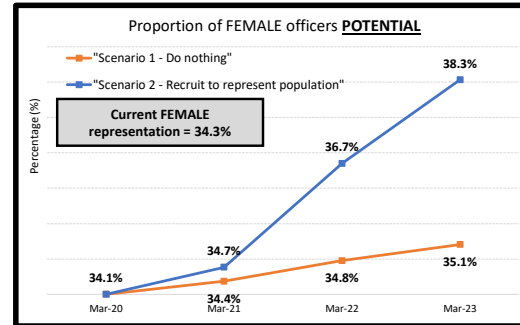
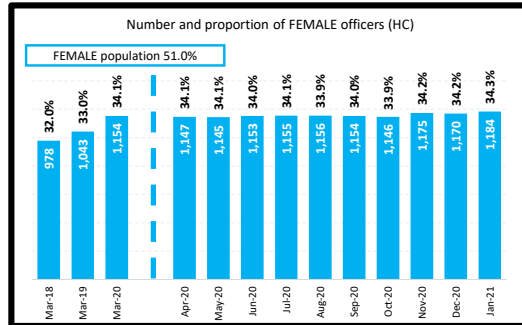
The attrition rate is calculated by taking the number of leavers within the year from a particular group, divided by the number of officers within that group at the start of the year. I.e. in this chart 2.8% of White officers who were in post at the end of March have since left, compared with 2.0% of officers who identify as being from the Black, Asian, Mixed or Other

Projection summary

Force: Essex

Month: 01/01/2021

Gender overview...



Current FEMALE representation

34.3%

March 2023 potential if recruitment is representative of the population

38.3%

Change of 4.1% percentage points (318 officers)

BASELINE

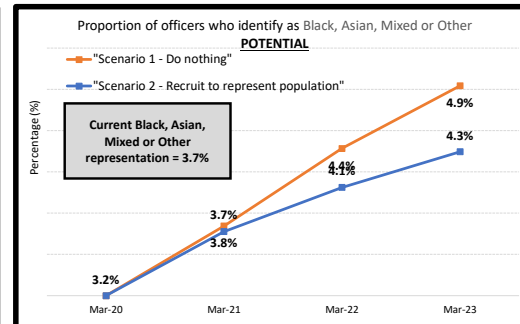
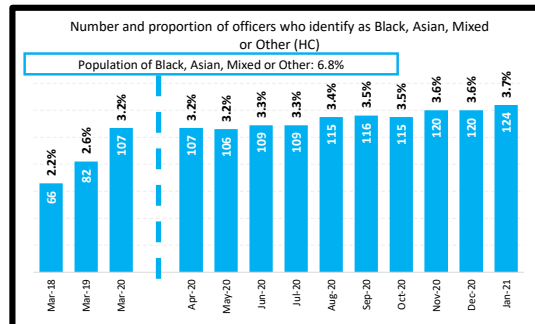
3,316

ALLOCATION - Over three years

450

To become representative of the force population in E&W forces would need to recruit 738 FEMALE officers. This equates to 164% of the uplift over the next three years.

Ethnicity overview...



Current representation (Black, Asian, Mixed or Other)

3.7%

March 2023 potential if recruitment is representative of the population

4.3%

Change of 1.1% percentage points (60 officers)

BASELINE

3,316

ALLOCATION - Over three years

450

To become representative of the force population in E&W forces would need to recruit 131 officers who identify as Black, Asian, Mixed or Other.

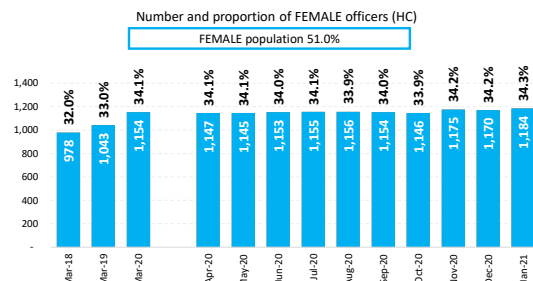
Force:	Essex
Month:	Jan-21

Key:	1	Force is in the highest group	<<< See guidance page for details
	2	Force is in the second group	
	3	Force is in the third group	
	4	Force is in the fourth group	

Force summary for gender

Indicator 1: Current female representation	1
Indicator 2: Year to date female joiner rate	3
Indicator 3: Year to date joiner rate against previous joiner rate	1
Indicator 4: Attrition rate of females	1

Indicator 1: Current female representation

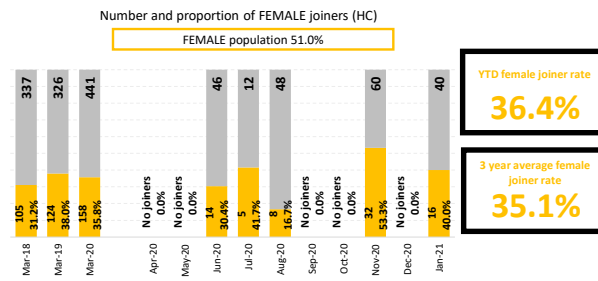


as at Jan-21	Male	Female	Prefer to self describe	TOTAL
Headcount	2,264	1,184	-	3,448
% FEMALE	34.3%			

Indicator 1: Female representation in this force compared with England and Wales

Female representation across all forces:	33.2%
This force:	34.3%
Status level:	1

Indicator 2 and 3: Year to date female joiner rate



Joiners since Apr-2020	Male	Female	Prefer to self describe	TOTAL
Joiners Headcount	131	75	-	206
% FEMALE	36.4%			

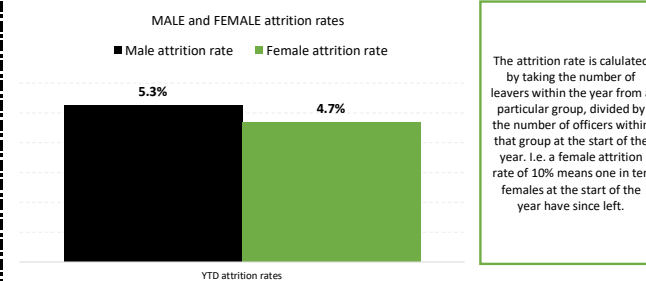
Indicator 2: Year to Date (YTD) female joiner rate in this force compared with England and Wales

Female representation across all forces:	41.2%
This force:	36.4%
Status level:	3

Indicator 3: Year to Date (YTD) female joiner rate in this force compared with three year rate for this force (from ADR 2017/18, 2018/19, 2019/20)

Three year (2017/18, 2018/19, 2019/20) female joiner rate for this force:	35.1%
Year to Date (YTD) female joiner rate for this force:	36.4%
Status level:	1

Indicator 4: Attrition rate of females



Leavers since Apr-2020	Male	Female	Prefer to self describe	TOTAL
HC at the start of the year	2,226	1,154	-	3,380
Leavers Headcount	117	54	-	171
ATTRITION RATE	5.3%	4.7%		

Indicator 4: Difference in female and male attrition rates

Male attrition rate:	2.7%
Female attrition rate:	2.4%
Status level:	1

Force:	Essex
Month:	Jan-21

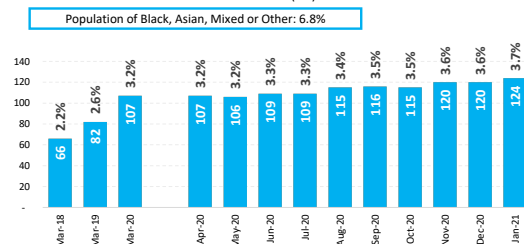
Key:	1	Force is in the highest group	<<< See guidance page for details
	2	Force is in the second group	
	3	Force is in the third group	
	4	Force is in the fourth group	

Force summary for ethnicity

Indicator 1: Current Black, Asian, Mixed or Other representation	3
Indicator 2: Year to date joiner rate	1
Indicator 3: Year to date joiner rate against previous joiner rate	1
Indicator 4: Attrition rate of Black, Asian, Mixed or Other officers	2

Indicator 1: Current Black, Asian, Mixed or Other representation

Number and proportion of officers who identify as Black, Asian, Mixed or Other (HC)



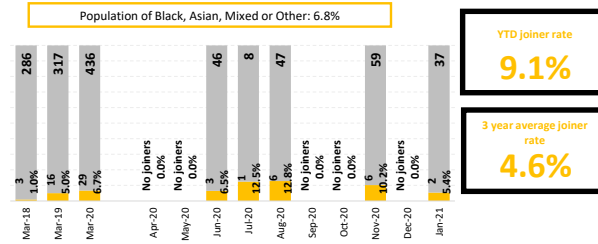
as at Jan-21	WHITE	Black, Asian, Mixed or Other	PNTS/NO KNOWN	TOTAL
Headcount	3,262	124	62	3,448
% Black, Asian, Mixed and Other		3.7%		

Indicator 1: Black, Asian, Mixed or Other representation in this force compared with force population

Force Area population (Black, Asian, Mixed and Other):	6.8%
This force:	3.7%
Status level:	3

Indicator 2 and 3: Year to date joiner rate

Number and proportion of Black, Asian, Mixed or Other joiners (HC)



Joiners since Apr-2020	WHITE	Black, Asian, Mixed or Other	PNTS/NO KNOWN	TOTAL
Joiners Headcount	179	18	9	206
% Black, Asian, Mixed and Other		9.1%		

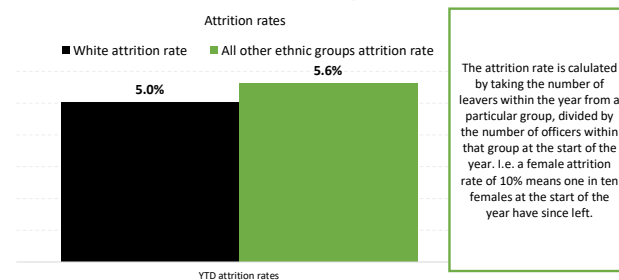
Indicator 2: Year to Date (YTD) joiner rate in this force compared with force population

Force Area population (Black, Asian, Mixed and Other):	6.8%
Year to Date (YTD) joiner rate for this force:	9.1%
Status level:	1

Indicator 3: Year to Date (YTD) joiner rate in this force compared with three year rate for this force (from ADR 2017/18, 2018/19, 2019/20)

Three year (2017/18, 2018/19, 2019/20) joiner rate for this force:	4.6%
Year to Date (YTD) joiner rate for this force:	9.1%
Status level:	1

Indicator 4: Attrition rate of officers who identify as Black, Asian, Mixed or Other



Leavers since Apr-2020	WHITE	Black, Asian, Mixed or Other	PNTS/NO KNOWN	TOTAL
HC at the start of the year	3,217	107	56	3,380
Leavers Headcount	161	6	4	171
ATTRITION RATE	5.0%	5.6%		

Indicator 4: Difference in attrition rates

WHITE attrition rate:	5.0%
All other ewthnic groups attrition rate:	5.6%
Status level:	2

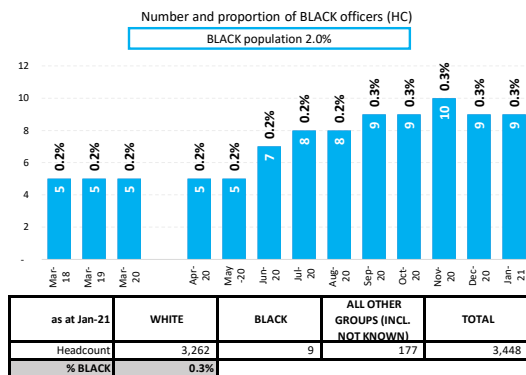
Force:	Essex
Month:	Jan-21

Key:	1 Force is in the highest group	<<< See guidance page for details
	2 Force is in the second group	
	3 Force is in the third group	
	4 Force is in the fourth group	

Force summary for ethnicity

Indicator 1: Current BLACK representation	4
Indicator 2: Year to date BLACK joiner rate	1
Indicator 3: Year to date joiner rate against previous joiner rate	N/A
Indicator 4: Attrition rate of BLACK officers	4

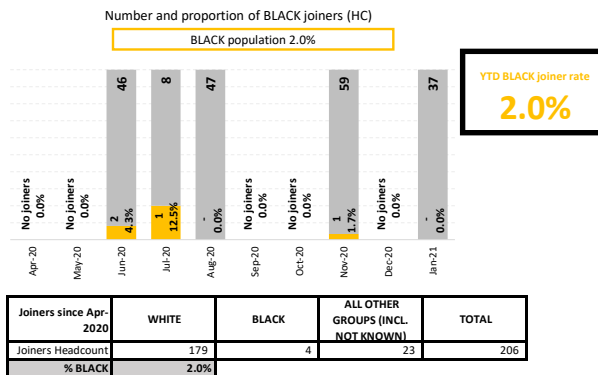
Indicator 1: Current BLACK representation



Indicator 1: BLACK representation in this force compared with force population

Force BLACK population:	2.0%
This force:	0.3%
Status level:	4

Indicator 2 and 3: Year to date BLACK joiner rate



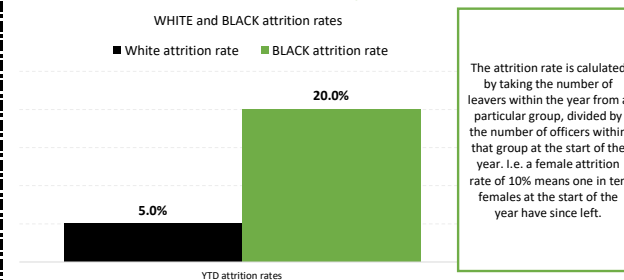
Indicator 2: Year to Date (YTD) BLACK joiner rate in this force compared with force population

Force BLACK population:	2.0%
Year to Date (YTD) BLACK joiner rate for this force:	2.0%
Status level:	1

Indicator 3: N/A as ADR collects at the aggregate level only

Three year (2017/18, 2018/19, 2019/20) BLACK joiner rate for this force:	N/A
Year to Date (YTD) BLACK joiner rate for this force:	N/A
Status level:	N/A

Indicator 4: Attrition rate of officers who identify as BLACK



Leavers since Apr-2020	WHITE	BLACK	ALL OTHER GROUPS (INCL. NOT KNOWN)	TOTAL
HC at the start of the year	3,217	5	158	3,380
Leavers Headcount	161	1	9	171
ATTRITION RATE	5.0%	20.0%		

Indicator 4: Difference in attrition rates

WHITE attrition rate:	5.0%
BLACK attrition rate:	20.0%
Status level:	4

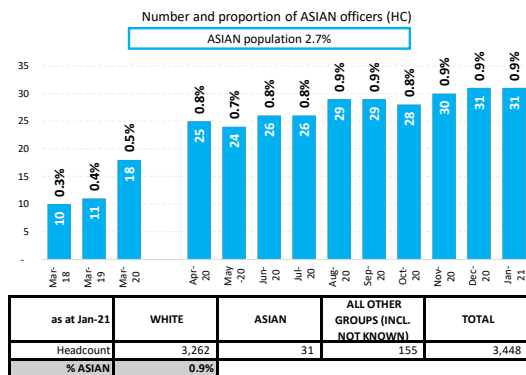
Force:	Essex
Month:	Jan-21

Key:	1 Force is in the highest group	<<< See guidance page for details
	2 Force is in the second group	
	3 Force is in the third group	
	4 Force is in the fourth group	

Force summary for ethnicity

Indicator 1: Current ASIAN representation	3
Indicator 2: Year to date ASIAN joiner rate	1
Indicator 3: Year to date joiner rate against previous joiner rate	N/A
Indicator 4: Attrition rate of ASIAN officers	2

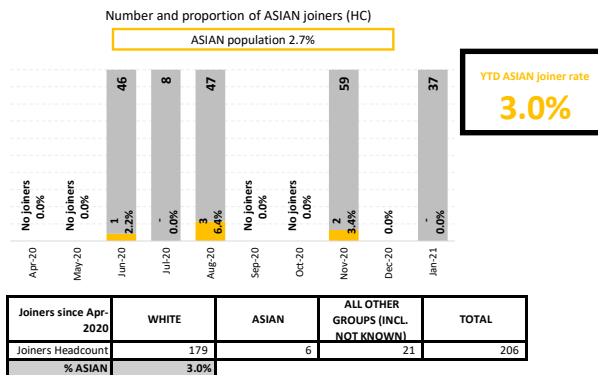
Indicator 1: Current ASIAN representation



Indicator 1: ASIAN representation in this force compared with force population

Force ASIAN population:	2.7%
This force:	0.9%
Status level:	3

Indicator 2 and 3: Year to date ASIAN joiner rate



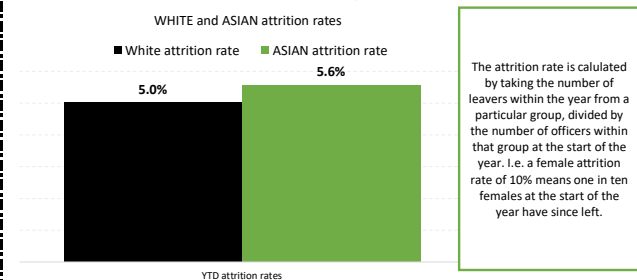
Indicator 2: Year to Date (YTD) ASIAN joiner rate in this force compared with force population

Force ASIAN population:	2.7%
Year to Date (YTD) ASIAN joiner rate for this force:	3.0%
Status level:	1

Indicator 3: N/A as ADR collects at the aggregate level only

Three year (2017/18, 2018/19, 2019/20) ASIAN joiner rate for this force:	N/A
Year to Date (YTD) ASIAN joiner rate for this force:	N/A
Status level:	N/A

Indicator 4: Attrition rate of officers who identify as ASIAN



Leavers since Apr-2020	WHITE	ASIAN	ALL OTHER GROUPS (INCL. NOT KNOWN)	TOTAL
HC at the start of the year	3,217	18	145	3,380
Leavers Headcount	161	1	9	171
ATTRITION RATE	5.0%	5.6%		

Indicator 4: Difference in attrition rates

WHITE attrition rate:	5.0%
ASIAN attrition rate:	5.6%
Status level:	2