



# Home Office

**Kit Malthouse MP**  
**Minister of State for Crime and Policing**  
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[www.gov.uk/home-office](http://www.gov.uk/home-office)

Police and Crime Commissioner

**Roger Hirst**

Chief Constable

**BJ Harrington**

**2 March 2021**

Dear PCC Roger Hirst and CC BJ Harrington,

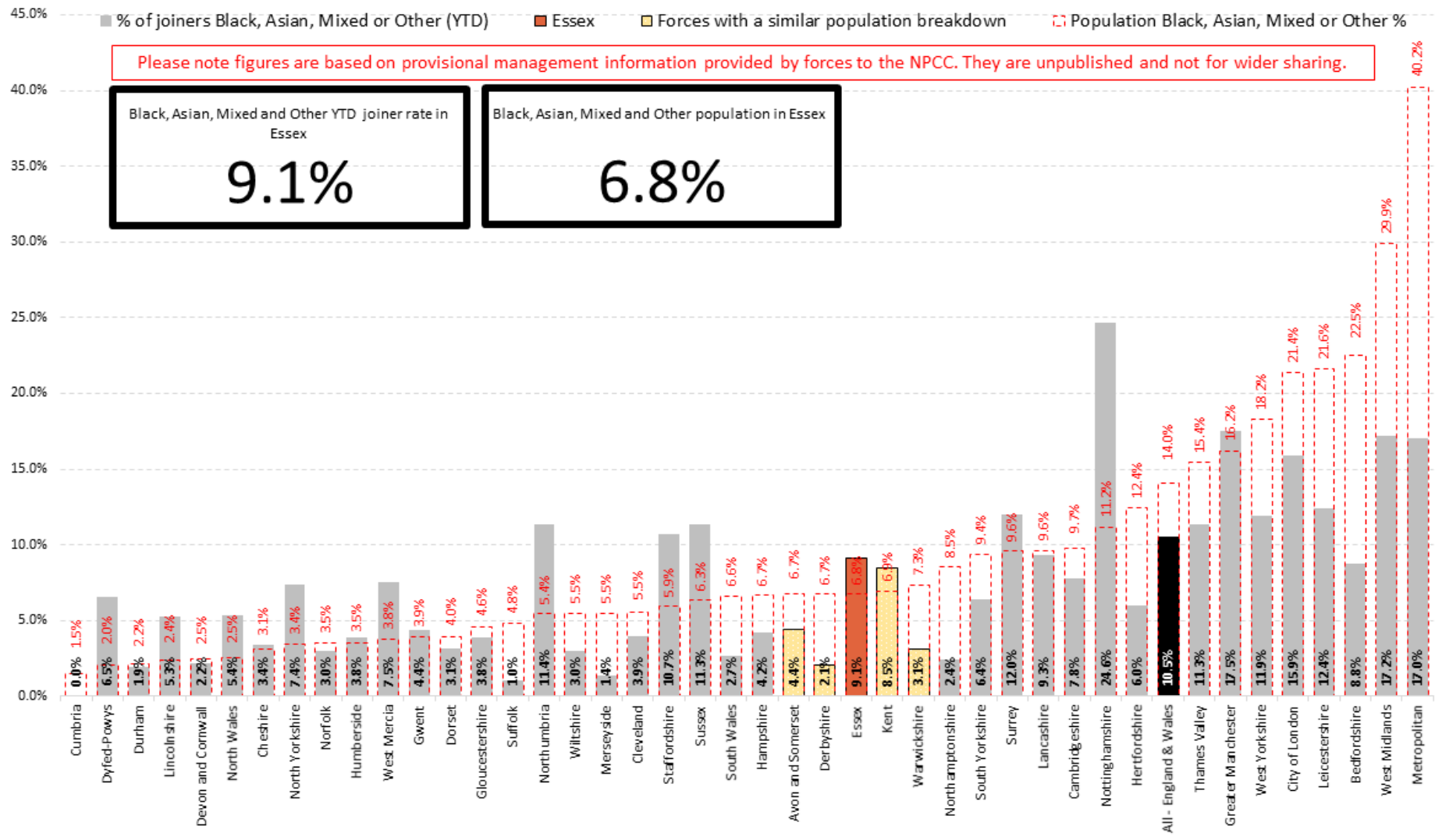
I am writing to reinforce this Government's commitment to cutting crime and building a more representative workforce in policing, and to ask you to consider if you are fully maximising the once in a generation opportunity the Police Uplift Programme presents.

Projections based on year to date joiner rates and average annual leaver rates show that if all forces across England and Wales continue to recruit at current rates, the police service would not reach 2011 census levels of Black, Asian and Minority Ethnic representation for 30 years.

As it stands, no force is close to being representative of the population they serve, and this remains a challenge for what is undoubtedly the best police service in the world. I am therefore calling on you to personally lead and focus your force to do more. By way of comparison, if every force recruited high-quality candidates at locally representative levels, the police service would reach a 14% Black, Asian & Minority Ethnic officer representation in just over 15 years - half the time.

Below, I have provided a chart representing Black, Asian & Minority Ethnic officer recruitment across all 43 police forces in England and Wales since April 2020 compared to local populations.

## Joiners since April 2020, compared with the local population, Essex



Through the Police Uplift Programme, an excellent data dashboard with helpful information on recruitment against ethnicity and gender is provided to you monthly. With this information, I ask you to examine where any further improvement is needed and identify a way forward with the significant support on offer from the Police Uplift Programme. The latest dashboard is attached.

Like you, I review this data on a monthly basis. For Essex Police your data shows that, since April 2020, the proportion of joiners from a Black, Asian & Minority Ethnic group is higher than the population in your police force area. I also note that since April 2020, the proportion of female joiners has been less than 40% (the England and Wales average rate). As **6.8%** of your local population are Black, Asian & Minority Ethnic and **51.0%** are female (2011 Census), I can see that you are making some progress and I thank you for the positive change you are already bringing to policing, but I also ask you to keep pushing - we must not become complacent during this critical drive for greater representation in our forces.

In order to appropriately oversee the progress of recruitment, there is an expectation that all forces should have a Senior Level Governance Group or Gold Group. To encourage maximum engagement and alignment with the uplift, I would also expect to see the Police Uplift Programme's regional leads sitting on these groups, so they can ensure effective knowledge sharing.

There are many high-quality candidates from all kinds of socio-economic backgrounds and communities who we must attract and recruit. You will be aware that you are now able to capture information on the socio-economic background of candidates through the new national application form that was launched by the College of Policing in January.

I call on you as the most senior local policing leaders to improve diversity in the police service. If you wish to discuss anything in this letter, please contact your Police Uplift Programme regional lead. I look forward to tracking your progress.

A handwritten signature in blue ink, appearing to read 'Kit Malthouse', followed by a period.

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