Essex County Council

Essex Police, Fire and Crime Panel: Ethics and Integrity Sub-Committee

14:00	Tuesday, 21 September 2021	Council Chamber County Hall, Chelmsford, CM1 1QH

For information about the meeting please ask for:
Sophie Campion, Senior Democratic Services Officer
Telephone: 03330 131642
Email: democratic.services@essex.gov.uk

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Pages

6   Urgent Business
To consider any matter which in the opinion of the Chairman should be considered in public by reason of special circumstances (to be specified) as a matter of urgency.

Exempt Items
(During consideration of these items the meeting is not likely to be open to the press and public)

The following items of business have not been published on the grounds that they involve the likely disclosure of exempt information falling within Part I of Schedule 12A of the Local Government Act 1972. Members are asked to consider whether or not the press and public should be excluded during the consideration of these items.   If so it will be necessary for the meeting to pass a formal resolution:

That the press and public are excluded from the meeting during the consideration of the remaining items of business on the grounds that they involve the likely disclosure of exempt information falling within Schedule 12A to the Local Government Act 1972, the specific paragraph(s) of Schedule 12A engaged being set out in the report or appendix relating to that item of business.

7   Immediate Detriment
- Information relating to any consultations or negotiations, or contemplated consultations or negotiations in connection with any labour relations matters arising between the Authority or a Minister...
- Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings;

8   Urgent Exempt Business
To consider in private any other matter which in the opinion of the Chairman should be considered by reason of special circumstances (to be specified) as a matter of urgency.

Committee: Essex Police, Fire and Crime Panel: Ethics and Integrity Sub-Committee

Enquiries to: Sophie Campion, Senior Democratic Services Officer

Membership, Apologies, Substitutions and Declarations of Interest

Recommendations:

To note

1. Membership as shown below and as agreed at the Annual Meeting of the Essex Police, Fire and Crime Panel held on 17 June 2021.
2. Apologies and substitutions
3. Declarations of interest to be made by Members in accordance with the Members' Code of Conduct

Membership (Quorum: 2)	**Representing**
John Gili-Ross	Independent Member (Chairman)
Councillor G Isaacs	Castle Point Borough Council (Vice-Chairman)
Councillor L McWilliams	Tendring District Council
Councillor I Shead	Southend-on-Sea Borough Council

Minutes of the meeting of the Essex Police, Fire and Crime Panel: Ethics and Integrity Sub-Committee, held online on Monday, 16 November 2020

Present	**Representing**
John Gili-Ross	Independent Member
Cllr Godfrey Isaacs	Castle Point Borough Council
Cllr Wendy Schmitt (Chairman)	Braintree District Council

Also present

Pippa Brent-Isherwood	Chief Executive and Monitoring Officer, Office of the Police, Fire and Crime Commissioner for Essex
Victoria Freeman	Senior Democratic Services Officer and Clerk to the meeting
BJ Harrington	Chief Constable, Essex Police
Roger Hirst	Essex Police, Fire and Crime Commissioner
Rick Hylton	Deputy Chief Fire Officer, Essex
Andy Prophet	Assistant Chief Constable, Essex Police

1   Membership, Apologies, Substitutions and Declarations of Interest

Apologies for absence were received from Councillor Malcolm Maddocks, Essex County Council.

There were no declarations of interest.

2   Minutes of the Previous Meeting

The minutes of the meeting held on the 31 October 2019 were approved as an accurate record by those present.

3   Development of the National Fire Standards Board

The Sub-Committee received report EISC/01/20 from Deputy Chief Fire Officer Rick Hylton, reporting on the development of the National Fire Standards Board for Fire and Rescue Services.

In response to questions from Members it was noted that:
- The programme was being developed over the next three years. The Phase 1 delivery plan was set out in the report and was being managed through the board. However, it was explained that the pandemic had slowed down the process.
- The plan was to develop the initial standards required and then regularly update them. Some of the challenges would be to ensure the

infrastructure and resources are in place. It would be an ongoing continuing programme of work, regularly reviewed and updated.

RESOLVED:

That members of the Sub-Committee noted the report.

4   Operation Maple -Learning the Lessons

The Sub-Committee received report EISC/02/20 from Assistant Chief Constable Andy Prophet, Essex Police, to provide a debrief on Operation Maple. It was noted that there was a confidential appendix to the report.

Exclusion of the Press and Public

Resolved:
That the press and public be excluded from the meeting during further consideration of this item of business on the grounds that it involved the likely disclosure of exempt information, as specified in paragraph 7 of Part 1 of Schedule 12A of the Local Government Act 1972, namely it contained information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of a crime.

The Sub-Committee received and noted the presentation on Operation Maple – Learning the Lessons.

5   Date of Next Meeting

The date and time of the next meeting to be arranged.

Chairman

Report title: Core Code of Ethics for Fire and Rescue Services
Report to: Essex Police, Fire and Crime Panel Ethics and Integrity Sub-Committee
Report author: Roger Hirst (Police, Fire and Crime Commissioner Fire and Rescue Authority)

Date: 21 September 2021	**For:** Noting

Enquiries to: Colette Black (Director of People Services) colette.black@essex-fire.gov.uk
County Divisions affected: All Essex

1. Purpose of Report

The purpose of this report is to brief the Ethics and Integrity Sub-Committee on the content of the new Core Code of Ethics for Fire and Rescue Services, and the steps taken and planned by the Police, Fire and Crime Commissioner Fire and Rescue Authority (PFCCFRA) and the Essex County Fire and Rescue Service (ECFRS) to ensure its implementation locally.

2. Recommendations

That the Ethics and Integrity Sub-Committee notes the content of the report.

3. Context / Summary

The National Fire Chiefs' Council (NFCC), Local Government Association (LGA) and the Association of Police and Crime Commissioners (APCC) have worked in partnership with the fire and rescue sector to create and launch a Core Code of Ethics for Fire and Rescue Services (attached at Appendix A) on 18 May 2021. The launch document confirms that the Core Code:

"...*is designed to guide all Fire & Rescue Service (FRS) employees in their day-to-day conduct, providing professional standards of practice and behaviour to carry out business honestly and with integrity and to underpin organisational culture. It provides the expectations for how employees should behave in any given situation, to assist with decision-making.*

Fire and Rescue Authorities (FRAs) and FRSs will strive to conduct all our activities efficiently, to the highest ethical standards and in compliance with legal obligations."

Suzanne McCarthy, Chair of the Fire Standards Board (FSB) states that:

"The Code of Ethics Fire Standard adds to the suite of professional Fire Standards now well underway which are being designed to help drive service improvement. They will also form

the basis of future inspection judgements arrived at by the Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services in England.

The development of this standard was a priority for the Board as it recognised that ensuring the application of ethical principles across services was imperative and critical to achieving a more positive working environment and greater professionalism by those who work for, and on behalf of, the services."

It is recommended that the Core Code is adopted by all fire and rescues services (FRSs) in England. To achieve adoption of the Code locally, the Police, Fire and Crime Commissioner Fire and Rescue Authority (PFCCFRA) and Essex County Fire and Rescue Service (ECFRS) have agreed the following steps:

1. **Adopt the Core Code** - We will engage with stakeholders, including our representative bodies, with a view to adopting the Core Code (attached as Appendix A) and work towards adopting the recommendations in the associated Fire Standard (attached at Appendix B).

2. **Gap Analysis** - We will use the Core Code to undertake a gap analysis relating to existing behavioural frameworks, values, and cultural approaches. Progress in addressing any identified gaps will then be monitored and reported on a quarterly basis. This is to ensure that the principles within the Core Code are evident and incorporated within all existing as well as new associated documentation.

3. **Planning** – As part of the People Strategy Action Plan, we will draft a plan which outlines how we will embed the principles of the Core Code in all that we do. This will include training and support to staff.

4. **Launch** – We will work with stakeholders to launch the Core Code and the five principles which are contained within. This is planned for December 2021.

5. **Designate a senior leader** –We have designated the Director of People Services (who has responsibility for people, values and culture) as the senior leader with responsibility for promoting the Code and ensuring that all those who work for or on behalf of ECFRS know and understand what is expected of them.

There are no financial implications associated with adopting the Core Code. Any activities necessary as part of launching the Code will be incorporated in the People Strategy Action Plan and will be undertaken within budget.

4.   Appendices

Appendix A: Core Code of Ethics for Fire and Rescue Services
Appendix B: National Fire Standard – Code of Ethics

Core Code of Ethics for Fire and Rescue Services

England

Foreword

You and the Code

This Core Code of Ethics will help you and every other member of the Fire and Rescue Service (FRS) to act in the right way in your service to the public.

We all make difficult decisions every day. This may be while helping a distressed member of the public or managing a complex financial scenario. The Core Code of Ethics is a clear set of principles for you to base your behaviours on.

We believe the Core Code will help us serve our communities and make FRSs even better places to work. It will help everyone to display and promote good behaviours and to challenge conduct that is inconsistent with the Core Code.

Everyone in every FRS is expected to follow the Core Code. This includes those working with, or on behalf of, the FRS.

The principles

The Core Code sets out five ethical principles, which provide a basis for promoting good behaviour and challenging inappropriate behaviour.

The ethical principles have been produced specifically for Fire and Rescue Services by the National Fire Chiefs Council, the Local Government Association and the Association of Police and Crime Commissioners.

The Seven Principles of Public Life[1] are the foundation of these principles.

We, and the organisations we represent, are all fully supportive of the five ethical principles as set out in this Core Code.

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1. www.gov.uk/government/publications/the-7-principles-of-public-life/the-7-principles-of-public-life--2

Your FRS and the Code

The principles should be embedded within everything that FRSs and their employees do. FRSs will ensure that the principles of this Core Code are represented within policies and processes and are at the heart of day-to-day activity.

The Core Code is written as a 'Core' Code to recognise differing governance arrangements and is flexible enough for every service to adopt. Fire and Rescue Authorities and Services can add to the Code to reflect their local values, behaviours, and governance arrangements, including where they:

• are part of a county council and obliged to comply with the council's code
• have existing well-developed ethical codes that can be reviewed against the Core Code.

Accompanying guidance will support your FRS to implement the Core Code locally.

We encourage you all to read, understand, and commit to the ethical principles set out in the Core Code.

Councillor Nick Chard
LGA Lead
Core Code of Ethics

CFO Rebecca Bryant
NFCC Lead
Core Code of Ethics

PFCC Roger Hirst
APCC Lead
Core Code of Ethics

Contents

1. Purpose of our Core Code

Public trust and confidence in our FRS rely on us all demonstrating ethical behaviours.

The Core Code sets out these ethical principles and helps us continuously improve our organisational culture and workforce diversity and assists us in supporting our community in the best way. It is effective only when we all consistently demonstrate the ethical behaviours. Everyone in every FRS is expected to follow the Core Code. This includes those working with, or on behalf of, the FRS.

The principles should be embedded within everything that FRSs and their employees do. FRSs will ensure that the principles of this Core Code are represented within policies and processes to ensure they are embedded and at the heart of day-to-day activity.

2. Our Five Fire and Rescue Service ethical principles

Each of our ethical principles is described by a statement and examples to set out what we must each do to ensure we are acting in line with our Core Code.

Putting our communities first

We put the interests of the public, the community, and service users first.

Integrity

We act with integrity including being open, honest, and consistent in everything that we do.

Dignity and respect

We treat people with dignity and respect, making decisions objectively based on evidence, without discrimination or bias.

Leadership

We are all positive role models, always demonstrating flexible and resilient leadership.

We are all accountable for everything we do and challenge all behaviour that falls short of the highest standards.

Equality, diversity, and inclusion (EDI)

We continually recognise and promote the value of EDI, both within the FRS and the wider communities in which we serve.

We stand against all forms of discrimination, create equal opportunities, promote equality, foster good relations, and celebrate difference.

3. Our ethical principles in practice

Putting our communities first

We put the interests of the public, the community, and service users first.

To demonstrate this, I:

- act with empathy, compassion, and respect, caring equally for everyone I deal with
- consider the diverse needs of my communities and tailor my work to best meet their specific needs
- understand and evaluate the impact I have on the public's safety and wellbeing
- continuously improve my performance to better serve the public and my communities
- am an ambassador for my Fire and Rescue Service and a role model in my communities
- identify and remove barriers to people joining or accessing our service.

Some examples of putting our communities first:

- I find out about my local community and risks, to ensure I can offer the best service.
- I seek the views of others about service quality and effectiveness to identify ideas for improvement.
- I work collaboratively with colleagues and partners to improve the service to the public.
- I look to solve problems in different ways, to improve the service I provide.

Integrity

We act with integrity including being open, honest, and consistent in everything that we do.

To demonstrate this, I:

- am honest, open, and fair when dealing with everyone
- can evidence my decisions and am able to explain my behaviour
- build trusting relationships and demonstrate an understanding of everyone's roles and responsibilities
- welcome challenge and adapt the way I work **and my behaviour as a result of what I learn**
- challenge behaviour that does not comply with our Core Code or my service's values
- never behave in a way that may cause others to act outside our ethical principles
- remain impartial and objective
- never act in an improper way, or in a manner that could create a perception of improper behaviour for personal gain. I declare relevant interests and relationships and maintain personal and professional boundaries.

Some examples of acting with integrity:

- I acknowledge and learn from my mistakes and celebrate my successes with the team.

- I recognise and challenge inappropriate behaviour.

- I always strive to deliver against my commitments.

- I persist in the face of obstacles and demonstrate a sense of personal responsibility for delivery.

Dignity and respect

We treat people with dignity and respect, making decisions objectively based on evidence, without discrimination or bias.

To demonstrate this, I:

- use unbiased judgement and behaviour and act respectfully

- act with decency and impartiality, recognising that my unconscious bias can prevent me considering all perspectives and needs when I am making decisions

- do the right thing when delivering services, using the ethical principles set out in this Core Code and my service's values

- support the development and opportunity of myself and my colleagues

- create an environment of openness and trust

- treat people with respect and without discrimination, harassment, or bullying; I actively reject these inappropriate behaviours

- challenge all inappropriate behaviour when I am at work.

Some examples of having dignity and respect:

- My manner is always composed and respectful.

- I create an environment where people can be themselves at work and the best they can be.

- I communicate responsibly and with sensitivity and respect for others.

- I strive not to create conflict. When conflict happens, I handle it in a professional manner.

- I build trust with others, creating constructive working relationships to achieve goals.

Leadership

We are all positive role models, always demonstrating flexible and resilient leadership.

We are all accountable for our behaviour, decisions, and actions, and challenge all behaviour that falls short of the highest standards.

To demonstrate this, I:

- take responsibility for continuously improving my own performance and the performance of my service
- am accountable to the public, my employer and my colleagues for my decisions and actions
- take responsibility for my actions and their consequences
- address inappropriate behaviour in ways appropriate to my role
- recognise leaders exist at all levels in my organisation and communities
- always demonstrate the principles of a positive culture of equality, diversity, and inclusion
- am committed to implementing and working by this Core Code

Some examples of leadership:

- I am an ambassador for the Service, taking pride and responsibility for the work we do and encouraging others to do the same.

- I value inclusion and set a positive example of appropriate behaviour for everyone, consistent with our Core Code.

- I look after the people around me and look for signs that someone may need support, ensuring its' availability.

- I create conditions where team members feel confident to suggest and implement creative ideas.

- I make decisions based on evidence and consider all risks.

Equality, diversity, and inclusion

We continually recognise and promote the value of EDI, both within FRSs and the wider communities in which we serve. We stand against all forms of discrimination, create equal opportunities, promote equality, foster good relations, and celebrate difference.

To demonstrate this, I:

- acknowledge and care about people's diverse needs so they can access the services they need from me and my service
- provide an environment where everyone has an equal voice
- acknowledge my own unconscious bias and consider everyone's perspective
- behave in a way that celebrates diversity in all its forms, everywhere
- tackle discriminatory behaviour, policy, and procedure
- do all I can to encourage people from underrepresented groups to join our Service and feel welcome
- help everyone to be their best and to always learn from one another.

Some examples of equality, diversity, and inclusion:

- I deliberately create an environment where people can be the best they can.

- I value my colleagues and my team and know how to make best use of our diverse skills and strengths.

- I value and appreciate differences in people and treat everyone with kindness and respect.

- I recognise and challenge inappropriate behaviour.

- I avoid making and expressing preconceptions and stereotyping when interacting with others.

4. Commitment to our Core Code

We operate in rapidly changing environments, often with new ethical challenges. Our decisions are sometimes made in difficult, changing, and unclear situations.

The principles in this Core Code guide our individual behaviours and form the basis of ethical decision making as we go about our work. We will also need to consider:

- the needs of communities, partners, our service, and our employees
- our service's values and its guidance, policy, and procedure.

It is vital that we are fully committed to the principles in the Core Code as set out in the commitments.

Commitment from Fire and Rescue Authority and Service

Our behaviour is central to effectively serving our community. We will ensure the resources, policies and procedures are in place, so our organisation acts in accordance with the Core Code.

Through adhering to the Core Code, we will strive to create a positive, responsible, innovative, open, and challenging working environment in which ability and delivery is valued, encouraged, developed, recognised, and rewarded.

We are committed to continually improving the behaviours within the sector at all levels and ensuring that employees treat each other with humanity, dignity, and respect.

We will always act appropriately to address behaviour which falls below the standards set in the Core Code.

My commitment

As a member of the FRS, I will respect and follow the five principles in the Core Code in my service to the public.

I will promote the principles to my colleagues and challenge inappropriate behaviour that does not meet the five principles.

5. Our Five Ethical Principles on a page

Code of Ethics

Date of approval: 17/05/2021
Date of issue: 18/05/2021
Review date: 31/05/2024
Reference number: FSC-ETH01

DESIRED OUTCOME

A fire and rescue service which has embedded and is committed to the ethical principles and professional behaviours contained in the Core Code of Ethics (Core Code) and in so doing generates a more positive working culture and continuously improves the quality of service to the public.

This is evidenced by the attitudes and conduct of those who lead and all who work for, or on behalf of, the service and that the service operates according to corporate ethical business practices.

WHAT IS REQUIRED TO MEET THE FIRE STANDARD

A **fire and rescue service must**:

1. Adopt and embed the Core Code to demonstrate that the service is fully committed and compliant at both an individual and corporate level.
2. Ensure the attitudes, professional behaviours and conduct described within the core code are reflected in its decision-making, policies, procedures, processes, and associated guidance that govern how the service manages and supports its workforce.
3. Provide training and support to all those who work for, or on behalf of, a service to achieve their understanding of the Core Code and an appreciation of their responsibilities in adhering to it.
4. Not detract from the Core Code.

Those who **lead services and those who work for, or on behalf of, the service must**:

5. Understand, respect, and follow the principles of the Core Code and demonstrate this by their commitment to it and their responsibility for upholding it.
6. Conduct themselves in accordance with the Core Code.

Those **responsible for the governance of fire and rescue services, whilst complying with their own ethical codes must**:

7. hold the Chief Fire Officer to account for the implementation of the Core Code at a local level;
8. play a proactive role in challenging behaviour inconsistent with the Core Code; and
9. ensure strategies, policies and performance measures are in place to promote and embed a positive and inclusive culture.

A **fire and rescue service should**:

10. Designate a senior leader who is responsible for promoting the Core Code throughout the service and ensuring that all those who work for, or on behalf of, the service understand its contents and what is expected of them.

EXPECTED BENEFITS OF ACHIEVING THE FIRE STANDARD

1. Achieves greater consistency in ethical and professional behaviour throughout the service
2. Generates a more positive working culture, which embraces learning and is transparent and accountable
3. Improves trust in and reputation of the service
4. Enables all those who work for, or on behalf of, to challenge inappropriate behaviour and hold others to account for their actions
5. Improves the recruitment and retention of a workforce that is representative of the community it serves
6. Improves governance and leadership of the service

LEGAL REQUIREMENTS OR MANDATORY DUTIES

- Equality Act
    - Public Sector Equality Duty
- Local Audit and Accountability Act
- The Accounts and Audits Regulations

LINKED QUALIFICATIONS, ACCREDITATIONS OR FIRE STANDARDS

This Fire Standard and the core code underpin all Fire Standards.

Currently there are no specific or linked qualifications and accreditations for this Fire Standard.

GUIDANCE AND SUPPORTING INFORMATION

Core Code of Ethics for Fire and Rescue Services

- ○ Associated guidance for the Core Code of Ethics

CIPFA Principles of Good Governance

Report title: Diversity in Police Recruitment
Report to: Essex Police, Fire and Crime Panel - Ethics and Integrity Sub-Committee
Report author: Roger Hirst (Police, Fire and Crime Commissioner Fire and Rescue Authority)
Date: 21 September 2021   **For:** Information
Enquiries to: Sophie Campion, Senior Democratic Services Officer sophie.campion2@essex.gov.uk
County Divisions affected: All Essex

1. Purpose of report

1.1 To inform the Essex Police, Fire and Crime Panel - Ethics and Integrity Sub-Committee of the Letter received by the Police, Fire and Crime Commissioner and Chief Constable from the Minister of State for Crime and Policing, on diversity in Police recruitment and the response to that Letter.

2. Recommendation

2.1 The Panel is asked to note the Letter from the Minister of State for Crime and Policing, data on diversity within Essex Police recruitment and the response Letter to the Minister.

3. Appendices

Appendix A: Letter from the Minister of State for Crime and Policing
Appendix B: Data on diversity within Essex Police workforce and recruitment
Appendix C: Response Letter to the Minister of State

Kit Malthouse MP
Minister of State for Crime and Policing
2 Marsham Street
London SW1P 4DF
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

Legend: ■ % of joiners Black, Asian, Mixed or Other (YTD) ■ Essex ■ Forces with a similar population breakdown ⌐¬ Population Black, Asian, Mixed or Other %

> Please note figures are based on provisional management information provided by forces to the NPCC. They are unpublished and not for wider sharing.

Black, Asian, Mixed and Other YTD joiner rate in Essex

9.1%

Black, Asian, Mixed and Other population in Essex

6.8%

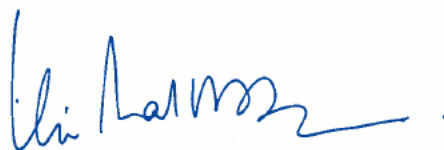| Force	% of joiners	Population %
Cumbria	0.0%	1.5%
Dyfed-Powys	6.5%	2.0%
Durham	1.9%	2.2%
Lincolnshire	5.3%	2.4%
Devon and Cornwall	2.2%	2.5%
North Wales	5.4%	2.5%
Cheshire	3.4%	3.1%
North Yorkshire	7.4%	3.4%
Norfolk	3.0%	3.5%
Humberside	3.8%	3.5%
West Mercia	7.5%	3.8%
Gwent	4.4%	3.9%
Dorset	3.1%	4.0%
Gloucestershire	3.8%	4.6%
Suffolk	1.0%	4.8%
Northumbria	11.4%	5.4%
Wiltshire	3.0%	5.5%
Merseyside	1.4%	5.5%
Cleveland	3.9%	5.5%
Staffordshire	10.7%	5.9%
Sussex	11.3%	6.3%
South Wales	2.7%	6.6%
Hampshire	4.2%	6.7%
Avon and Somerset	4.4%	6.7%
Derbyshire	2.1%	6.7%
Essex	9.1%	6.8%
Kent	8.5%	6.9%
Warwickshire	3.1%	7.3%
Northamptonshire	2.4%	8.5%
South Yorkshire	6.4%	9.4%
Surrey	12.0%	9.6%
Lancashire	9.3%	9.7%
Cambridgeshire	7.8%	11.2%
Nottinghamshire	24.6%	12.4%
Hertfordshire	6.0%	14.0%
All - England & Wales	10.5%	15.4%
Thames Valley	11.3%	16.2%
Greater Manchester	17.5%	18.2%
West Yorkshire	11.9%	21.4%
City of London	15.9%	21.6%
Leicestershire	12.4%	22.5%
Bedfordshire	8.8%	29.9%
West Midlands	17.2%	40.2%
Metropolitan	17.0%	

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.

Kit Malthouse MP
Minister of State for Crime and Policing

Contents

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 form 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.
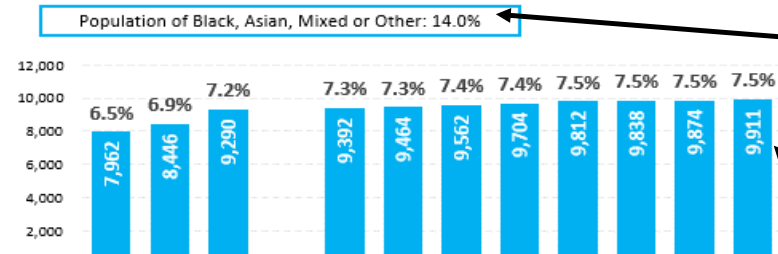
1. Indicator 1: Current Black, Asian, Mixed or Other representation (Looks at Black, Asian, Mixed or Other representation in this force compared with the Police Force Area population figure).
2. Indicator 2: Black, Asian, Mixed or Other joiner rate (Looks at the proportion of joiners who are Black, Asian, Mixed or Other (since April 2020) compared with the Police Force Area population figure).
3. 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).
4. 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

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

Population of Black, Asian, Mixed or Other: 14.0%

6.5% 6.9% 7.2% 7.3% 7.3% 7.4% 7.4% 7.5% 7.5% 7.5% 7.5%
7,962 8,446 9,290 9,392 9,464 9,562 9,704 9,812 9,838 9,874 9,911
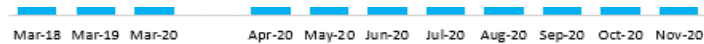
This chart shows both the number and proportion of officers who identify as this group for each month since April 2020, as well as previous years.
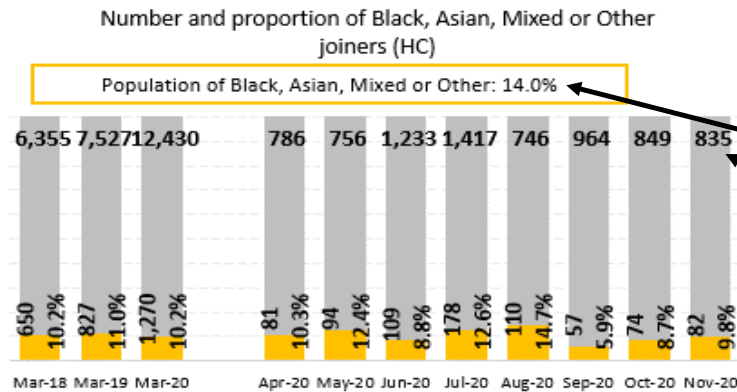
POPULATION FIGURE

CURRENT REPRESENTATION (%)
I.e. in this chart, the data show that as at end September 7.5% of officers identify as being from the Black, Asian, Mixed or Other ethnic group.

CURRENT REPRESENTATION (VOLUME)

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

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

Population of Black, Asian, Mixed or Other: 14.0%

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

	Mar-18	Mar-19	Mar-20		Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20
Total	6,355	7,527	12,430		786	756	1,233	1,417	746	964	849	835
Volume	650	827	1,270		81	94	109	178	110	57	74	82
%	10.2%	11.0%	10.2%		10.3%	12.4%	8.8%	12.6%	14.7%	5.9%	8.7%	9.8%

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

Attrition rates

■ White attrition rate   ■ All other ethnic groups attrition rate

3.8%

3.0%

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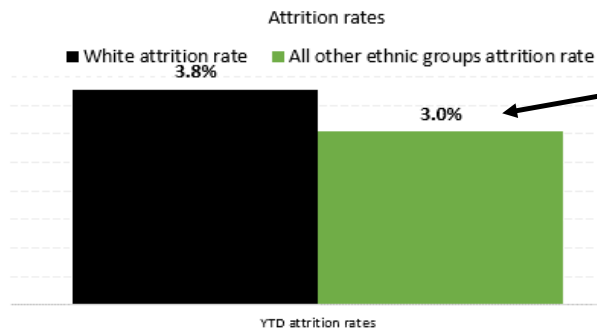
This chart shows two attrition rates, one for the group we're looking at, and another for a comparison group (either White or Male depending on which protected characteristic we're looking at).

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…
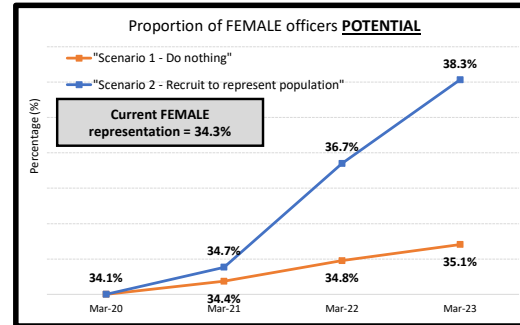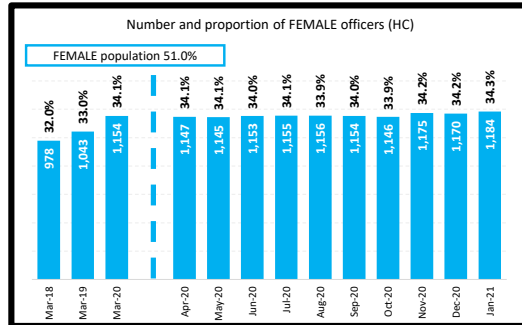
Number and proportion of FEMALE officers (HC)

FEMALE population 51.0%

Mar-18	Mar-19	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21
32.0%	33.0%	34.1%	34.1%	34.1%	34.0%	34.1%	33.9%	34.0%	33.9%	34.2%	34.2%	34.3%
978	1,043	1,154	1,147	1,145	1,153	1,155	1,156	1,154	1,146	1,175	1,170	1,184

Proportion of FEMALE officers POTENTIAL

- "Scenario 1 - Do nothing"
- "Scenario 2 - Recruit to represent population"

Current FEMALE representation = 34.3%

	Mar-20	Mar-21	Mar-22	Mar-23
Scenario 1	34.1%	34.7%	34.8%	35.1%
Scenario 2	34.1%	34.4%	36.7%	38.3%

Current FEMALE representation

34.3%

FEMALE population

51.0%

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…

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

Population of Black, Asian, Mixed or Other: 6.8%

Mar-18	Mar-19	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21
2.2%	2.6%	3.2%	3.2%	3.2%	3.3%	3.3%	3.4%	3.5%	3.5%	3.6%	3.6%	3.7%
66	82	107	107	106	109	109	115	116	115	120	120	124

Proportion of officers who identify as Black, Asian, Mixed or Other POTENTIAL

- "Scenario 1 - Do nothing"
- "Scenario 2 - Recruit to represent population"

Current Black, Asian, Mixed or Other representation = 3.7%

	Mar-20	Mar-21	Mar-22	Mar-23
Scenario 1	3.2%	3.7%	4.4%	4.9%
Scenario 2	3.2%	3.8%	4.1%	4.3%

Current representation (Black, Asian, Mixed or Other)

3.7%

Black, Asian, Mixed or Other ethnic group population

6.8%

March 2023 potential if recruitment is representative of the population

4.3%

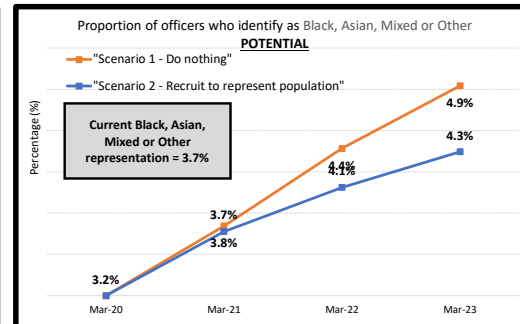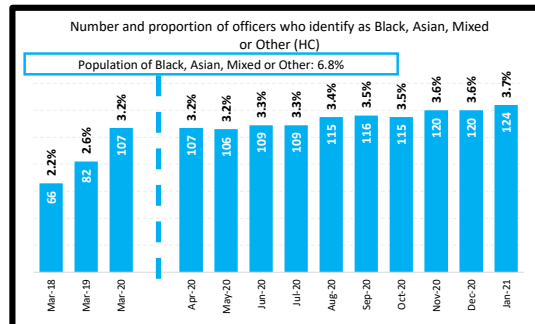⬆ Change of 1.1% percentage points (60 officers)

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.
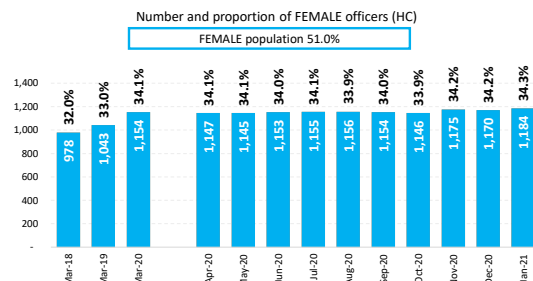
Force:	Essex
Month:	Jan-21

Force summary for gender

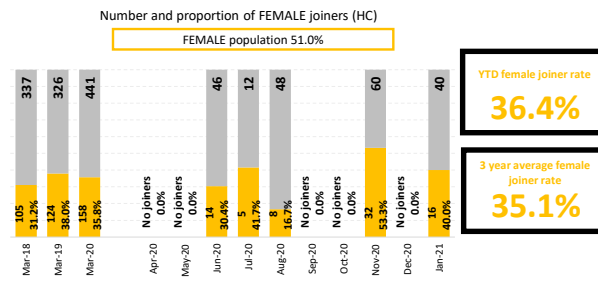| Indicator 1: Current female representation	1
Indicator 2: Year to date female joiner rate	3
Indicator 3: Year to date joiner rate against previous joiner rate	1
Indicator 4: Attrition rate of females	1

Indicator 1: Current female representation

Number and proportion of FEMALE officers (HC)

FEMALE population 51.0%

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

Number and proportion of FEMALE joiners (HC)

FEMALE population 51.0%

YTD female joiner rate
36.4%

3 year average female joiner rate
35.1%

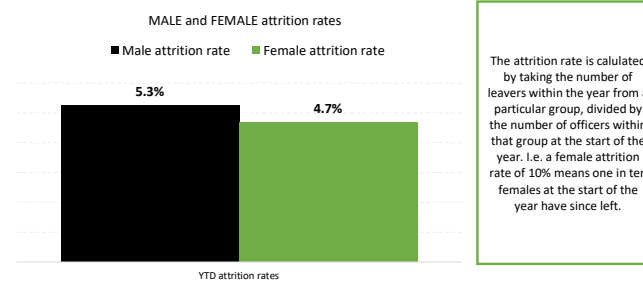| Joiners since Apr-2020	Male	Female	Prefer to self describe	TOTAL
Joiners Headcount	131	75	-	206
% FEMALE		36.4%		

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

MALE and FEMALE attrition rates

■ Male attrition rate   ■ Female attrition rate

The attrition rate is calulated 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. a female attrition rate of 10% means one in ten females at the start of the year have since left.

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

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)

Population of Black, Asian, Mixed or Other: 6.8%
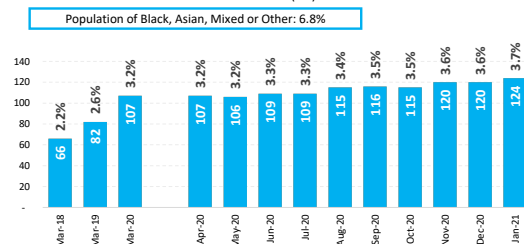
as at Jan-21	WHITE	Black, Asian, Mixed or Other	PNTS/NO KNOWN	TOTAL
Headcount	3,262	124	62	3,448
% Black, Asian, Mixed and Other	3.7%			

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)

Population of Black, Asian, Mixed or Other: 6.8%

YTD joiner rate
9.1%

3 year average joiner rate
4.6%
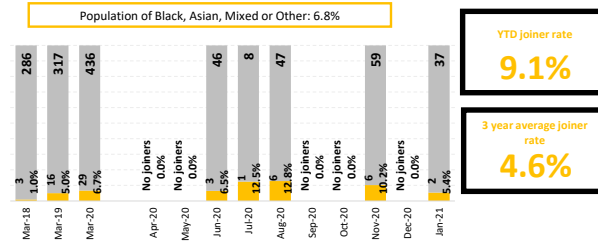
| Joiners since Apr-2020	WHITE	Black, Asian, Mixed or Other	PNTS/NO KNOWN	TOTAL
Joiners Headcount	179	18	9	206
% Black, Asian, Mixed and Other	9.1%			

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 idenitify as Black, Asian, Mixed or Other

Attrition rates

■ White attrition rate ■ All other ethnic groups attrition rate
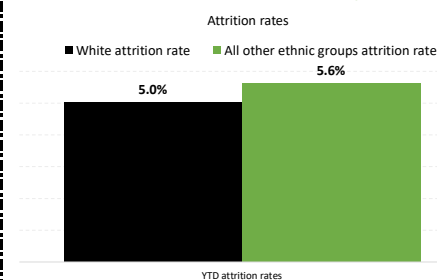
The attrition rate is calulated by taking the number of leavers within the year from a particular group, divided by the number of officers within that group at the start of the year. I.e. a female attrition rate of 10% means one in ten females at the start of the year have since left.

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

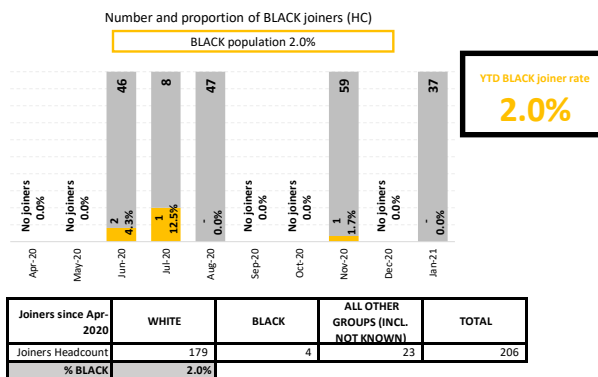|	
Indicator 1: Current BLACK representation	4
Indicator 2: Year to date BLACK joiner rate	1
Indicator 3: Year to date joiner rate against previous joiner rate	N/A
Indicator 4: Attrition rate of BLACK officers	4

Indicator 1: Current BLACK representation

Number and proportion of BLACK officers (HC)

BLACK population 2.0%

as at Jan-21	WHITE	BLACK	ALL OTHER GROUPS (INCL. NOT KNOWN)	TOTAL
Headcount	3,262	9	177	3,448
% BLACK	0.3%			
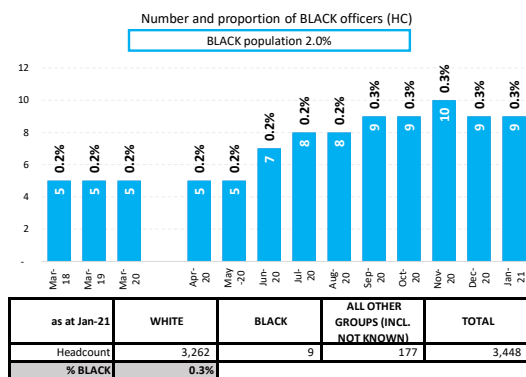
Indicator 1: BLACK representation in this force compared with force population

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

Indicator 2 and 3: Year to date BLACK joiner rate

Number and proportion of BLACK joiners (HC)

BLACK population 2.0%

YTD BLACK joiner rate
2.0%

Joiners since Apr-2020	WHITE	BLACK	ALL OTHER GROUPS (INCL. NOT KNOWN)	TOTAL
Joiners Headcount	179	4	23	206
% BLACK	2.0%			

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 idenitify as BLACK

WHITE and BLACK attrition rates

■ White attrition rate ■ BLACK attrition rate

The attrition rate is calulated 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. a female attrition rate of 10% means one in ten females at the start of the year have since left.
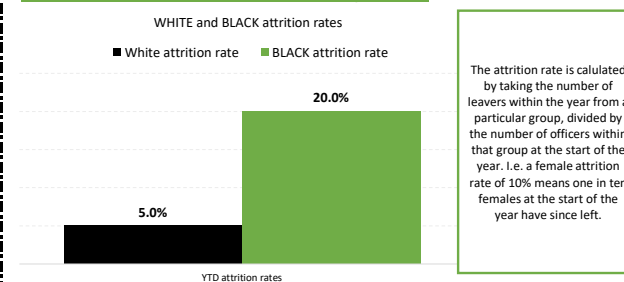
Leavers since Apr-2020	WHITE	BLACK	ALL OTHER GROUPS (INCL. NOT KNOWN)	TOTAL
HC at the start of the year	3,217	5	158	3,380
Leavers Headcount	161	1	9	171
ATTRITION RATE	5.0%	20.0%		

Indicator 4: Difference in attrition rates

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

Force:	Essex

Month:	Jan-21

Force summary for ethnicity

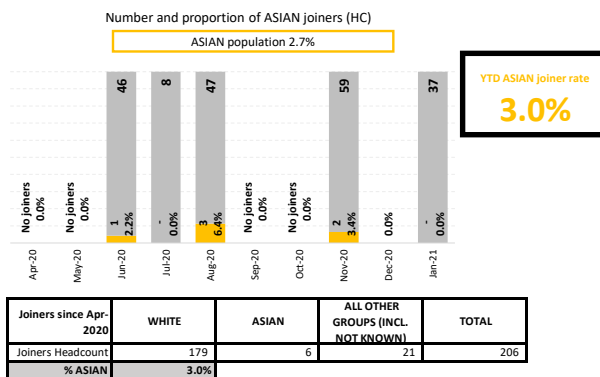|	
Indicator 1: Current ASIAN representation	3
Indicator 2: Year to date ASIAN joiner rate	1
Indicator 3: Year to date joiner rate against previous joiner rate	N/A
Indicator 4: Attrition rate of ASIAN officers	2

Indicator 1: Current ASIAN representation

Number and proportion of ASIAN officers (HC)

ASIAN population 2.7%

as at Jan-21	WHITE	ASIAN	ALL OTHER GROUPS (INCL. NOT KNOWN)	TOTAL
Headcount	3,262	31	155	3,448
% ASIAN	0.9%			

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

Number and proportion of ASIAN joiners (HC)

ASIAN population 2.7%

YTD ASIAN joiner rate
3.0%

Joiners since Apr-2020	WHITE	ASIAN	ALL OTHER GROUPS (INCL. NOT KNOWN)	TOTAL
Joiners Headcount	179	6	21	206
% ASIAN	3.0%			

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 idenitfy as ASIAN

WHITE and ASIAN attrition rates

The attrition rate is calulated 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. a female attrition rate of 10% means one in ten females at the start of the year have since left.
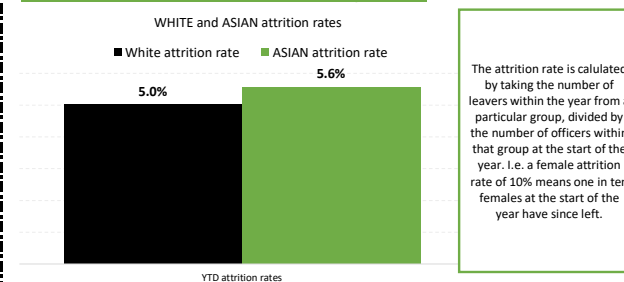
Leavers since Apr-2020	WHITE	ASIAN	ALL OTHER GROUPS (INCL. NOT KNOWN)	TOTAL
HC at the start of the year	3,217	18	145	3,380
Leavers Headcount	161	1	9	171
ATTRITION RATE	5.0%	5.6%		

Indicator 4: Difference in attrition rates

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

BJ Harrington
Chief Constable

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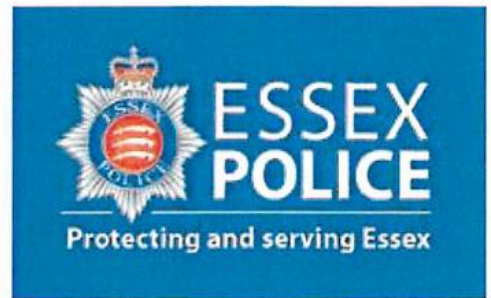
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Kit Malthouse MP
Minister of State for Crime and Policing
2 Marsham Street
London
SW1P 4DF

13th April 2021

Dear Minister,

Thank you for your letter dated 2nd March 2021 regarding the commitment to cutting crime and building a more representative workforce in policing.

You will have seen yourself from the data that you enclosed our fantastic progress so far and we are very proud of what we are achieving. We are devoting some real energy across the force to ensure we best reflect the widest diversity of Essex. This starts with a focus with all Chief Officers and the oversight of the progress at Chief Officer Group.

The Force has developed a recruitment strategy with significant investment to attract the very best candidates supported by a dedicated positive action team to support those who want to join or transfer to Essex Police.

You will remember the presentation given to you about our "We Value Difference" recruitment campaign when you visited the Force last November. This has had considerable success in helping us to reflect the diversity of Essex across our workforce. You can see a doubling of those who identify as Black, Asian & Minority Ethic (BAME) applicants in terms of actual numbers, and a healthy increase in both "white other" and female applicants.

The following table shows the detailed comparison.

"Start your journey campaign" Sept 2nd 2019 to Jan 13th 2020	"We Value Difference campaign" Sept 15th 2020 to Jan 15th 2021
1118 applications 99 BAME (9%) 102 White other (9%) Total Diversity (18%) 381 female (34%)	1295 applications 202 BAME (16%) 133 White other (10%) Total Diversity (26%) 486 Female (38%)

There is more work to do to close the gap between the number of women in Essex Police compared with the overall population of Essex, but progress is good. Just last month we had a passing out parade for our latest recruits and there were 59 officers in that intake, 31 of those were females. Our challenge is to continue that trend and we will be using future recruitment campaigns to encourage females as much as BAME candidates to join us.

Essex Police recruitment content can be found here for your reference: https://www.essex.police.uk/police-forces/essex-police/areas/essex-police/ca/careers/police-officers/police-constable/

We are also proud to have recently received a Certificate of Excellence in the iESE Public Sector Transformation Awards for the We Value Difference Campaign.

We are seizing on the success of this campaign and planning "We Value Difference" Part Two that will launch in late May/early June 2021 and ahead of PEQF. This will maintain that momentum and get us even closer to our ambition of reflecting the diversity of our workforce with that of Essex county.

We have set ourselves a rightly challenging Diversity, Equality and Inclusion Strategy for the force that is led personally by the Chief Constable and a copy is enclosed for information.

The PFCC has also included in their own Equality, Diversity and Inclusion Strategy an objective to scrutinise the work of Essex Police against its obligations under the Equality Act 2010 as well as against its own equality objectives. Progress in delivering the strategy is monitored by the PFCC's Performance and Resources Board. An HR Strategic Dashboard Report also comes forward to the PFCC's Performance and Resources Board on a quarterly basis which details (amongst other things) the proportion of applicants, new recruits, re-joiners and transferees into Essex Police who declare themselves as being from a Black, Asian or Minority Ethnic (BAME) background as well as the proportion of the total headcount from a BAME background. The report also details the proportion of applicants, new recruits, re-joiners and transferees into Essex Police who declare themselves as female as well as the proportion of the total headcount that is female. Alongside this, the report sets out the proportion of police staff, PCSOs and Special Constables who come from a BAME background and / or who are female, as well as breaking down the total headcount of officers, staff, PCSOs

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and specials by gender, religion, sexuality, disability, nationality, marital status and age compared with the position in 2016, in order to demonstrate how the position has changed over the last five years. The latest report, detailing the figures to the end of December 2020, indicated that, with the exception of marital status and the proportion of officers, staff and specials identifying as transgender, there has been a positive increase in the number of colleagues declaring protected characteristics.
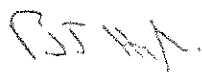
You will be aware from national workforce statistics that Essex has the second largest special constabulary in England and Wales, behind only the Metropolitan Police Service. This is important both in its own right and also as a key pathway for recruitment into the regular constabulary. A quarterly report focusing specifically on recruitment to the special constabulary therefore also comes forward to the PFCC's Performance and Resources Board which considers (amongst other things) the proportion of applicants from a BAME background and the proportion who identify as female.

We also welcome external scrutiny and support in this area and, to this end, Essex Police volunteered to participate – along with nine other forces – in a College of Policing Peer Review of its diversity and inclusion practice, the terms of reference for which included a review of the proposals for leadership and governance at both the force-wide and local levels and a review of the force's approach to positive action initiatives. We are currently awaiting the outcomes from this and will act on any findings and best practice identified.

Thank you for your correspondence and please take the assurance that Essex Police and the Office of Police Fire and Crime Commissioner for Essex are committed to ensuring the widest trust and confidence of the public by achieving a workforce that is more representative of the Greater Essex that we serve led by the Chief Constable and supported by the Police Fire and Crime Commissioner.

Finally, we are delighted to hear that you will be attending our passing out parade ceremony on 30th July 2021. It is an honour for you to be able to join the reviewing party and meet some of the excellent, able and diverse new officers as they start the next steps in their policing careers.

Yours sincerely,

BJ Harrington
Chief Constable

Roger Hirst
Police, Fire and Crime Commissioner for Essex