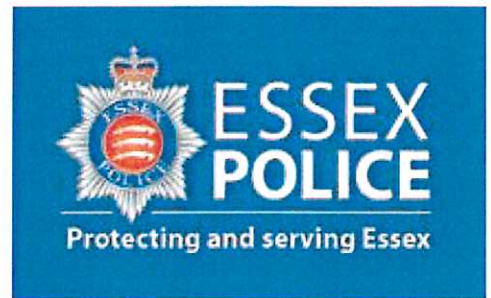


BJ Harrington
Chief Constable



Chief Constable's Office
Essex Police Headquarters, PO Box 2,
Springfield, Chelmsford, Essex CM2 6DA

Telephone 01245 452814
Email: Ben-Julian.Harrington@essex.police.uk

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 Ethnic (BAME) applicants in terms of actual numbers, and a healthy increase in both "white other" and female applicants.

In an emergency always dial 999. For non-emergencies dial 101.

www.essex.police.co.uk

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

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.

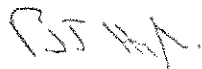
You will be aware from national workforce statistics that Essex has the second largest special constabulary in England and Wales, behind only the Metropolitan Police Service. This is important both in its own right and also as a key pathway for recruitment into the regular constabulary. A quarterly report 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