

ESSEX POLICE



Workforce Monitoring Report

2008 / 2009

**Incorporating Essex Police's response to the
Monitoring Requirements of the Race Relations
(Amendment) Act 2000, the Disability Discrimination
Act 2005 and the Sex Discrimination Act 1975 (as
amended by the Equality Act 2006)**

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EMPLOYMENT MONITORING REPORT FOR YEAR 01.04.2008 – 31.03.2009**1.0 INTRODUCTION**

1.1 Legislation places a specific duty on Police Forces to monitor certain employment functions by racial group, gender and disability. To reflect a true picture there is a need to link to data on other factors such as length of service, earnings and type of employment. The information provided here is based on combining the information for individual racial groups other than white as one 'ethnic minority' total, to prevent individuals being identified. In most cases information about individual racial groups will be available and will from time to time be analysed to see if there is any notable difference in the position for specific racial groups.

We are developing our systems to extend our ability to monitor all our employment functions by disability and sexual orientation but recognise that some people do not yet feel confident to disclose these details. Currently we do not monitor disability by impairment categories.

Monitoring is undertaken in accordance with the Data Protection Act 1998.

The Essex County Minority Ethnic Population at the 2001 census was c. 3.5%.

We are required to monitor the following employment functions:

1. Staff in Post
2. Applicants for employment, training and promotion
3. Numbers of staff who:

Receive Training
Benefit or suffer detriment from Performance Assessment Procedures
Are involved in grievances
Are subject of disciplinary procedures
Cease employment

1.2 Pay in Essex Police

Police Officer pay is set nationally. Annual Police Staff pay rises are also negotiated nationally but job evaluation schemes operate in individual forces allocating pay grades to posts. Pay is therefore based on the job not the post holder and the rate for the job will be the same whether it is held by a male or female. In support of the Gender Equality Scheme, we monitor all areas of discretionary pay, such as bonuses and performance related pay, to ensure equality between men and women.

1.3 Outcomes:

We aim to have a workforce that as far as possible, at all levels, reflects the composition of the communities we serve but this will only be addressed on the basis of appointment on merit. There are currently clearly areas of under-

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representation and actions are in place to address these with the involvement of our staff networks, our force Police Federation and Unison branches and our communities.

1.4 **Key Aims:**

We are particularly aiming to:

- Increase the number of minority ethnic people who work for us
- Increase the number of disabled people who work for us
- Increase the diversity of our workforce at all senior levels

1.5 **Key Achievements 2008/9 –v- 2007/8:**

- Our overall strength for black & minority ethnic officers (BME), staff and Special Constables has increased from 2.0% to 2.5% (Officers & Staff only = 2.2% to 2.4%).
- Our Special Constabulary BME strength has increased 200% in three years, from 1% in 2006 to 3% (20) in 2009.
- Minority Ethnic officers accounted for 4.5% of all police recruits appointed in 2008/9, a slight decrease from previous year.
- 14% of minority ethnic police staff (civilian) and 12% of white staff hold senior posts. 3% of senior staff posts are held by minority ethnic staff, a slight increase on the 2% of previous year.
- 15% of our BME officers work in 'Specialist' police roles such as road policing, Force Support Unit, Special Branch etc.
- Female officers were more successful than males when taking their national sergeants and Inspectors exams in 2008 / 9.
- Female officers were more successful than males in taking their Advanced and Response Driver Training assessments, although less females undertook the training.

ACTIONS planned for 09 / 10 include:

- Development of long term positive action plan to address under-representation of BME and female officers.

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STAFF IN POST**2.0 Minority Ethnic Members**

- 2.1 At 31.03.2009 minority ethnic police officers represented 2.3% of all officers. This was an increase on the 2.1% in 2008.
- 2.2 15% of our minority ethnic officers work in 'specialist' roles (Mobile Support Division, Airport, Special Branch, Driver Training, Public Order, Weapons Training, Major Investigation Teams) compared to 19% of white officers.
- 2.3 9% of our minority ethnic officers are Sergeants compared to 15% of our white officers. 5% of our minority ethnic officers are at Inspector level and above compared to 6% white officers.
- 2.5 No minority ethnic officers applied for Inspector or C/Inspector promotion boards in 2008/09. I applied for and was successful at Superintendent Board.

ACTION: Research to be undertaken by Staff Development into aspirations of Minority Ethnic Officers.

- 2.6 Minority ethnic staff represented 2.4% of all police staff and 3% of Special Constables during 2008/09. 20% of minority ethnic police staff are Police Community Support Officers (3% of all PCSOs).
- 2.7 14% of minority ethnic police staff (civilian) hold senior posts –v- 12% white staff. 3% of senior staff posts are held by minority ethnic staff, a slight increase on the 2% of previous year

3.0 Female Members:

- 3.1 At 31.3.2009 female officers represented 28% of all officers in force. This is above the national % of 25%. 2% of female officers are minority ethnic.
- 3.2 8% of female officers are in 'specialist' police roles compared to 23% of male officers.

ACTION: Specialist departments hold open days so that officers can get a taste of what the roles are really like. Female 'Role Models' are on hand to answer any specific questions. The Internal Equality Action Team, chaired by an Assistant Chief Constable, addresses any specific gender / culture issues such as clothing or equipment needs.

- 3.3 10% of female officers are Sergeants compared to 16% of male officers (no change since 2007/8). (20% of all sgts are female). 3.8% of females hold the rank of Inspector or above compared to 7.4% of male officers (15% of Inspectors + are female).

ACTION: Research is in progress (surveys and interviews) into aspirations and progression of female officers.

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3.4 Females represent 61% of our police staff with women holding 40% of senior roles. 8% of women hold senior roles of Principal Officer grades and above compared to 18% of men.

ACTION: Women's networks are in place to help mentoring and development; All staff posts are openly advertised and flexible and part-time working is available.

3.5 As at 31.3.2009 Women accounted for 32% of the Special Constabulary and 55% of PCSOs .

3.6 55 female officers concluded maternity leave during 2008/9. 40 officers returned to force on part-time working and none resigned. 56 police staff concluded maternity leave, 39 returned on part time working and 3 resigned.

4.0 Members with disabilities

4.1 In the 2006 anonymous Staff Equality Survey, 9% of respondents declared they had a disability. (Next survey due October 2009)

4.2 During 2008/09, 3% of applications for 341 staff vacancies were from applicants who disclosed they had a disability. 21% (32) of those were interviewed and 1 disabled applicant was appointed. (0.3% of all appointments).

ACTION: Monitoring systems are being developed to capture information about progression of officers and staff with disabilities.

APPLICATION HISTORY – POLICE OFFICERS

YEAR	TOT APPS	BME APPS	% BME APPS	FEMALE APPS	% FEM APPS
2008 / 09	1157	70	4%	473	29%
2007 / 08	1284	96	7%	344	27%
2006 / 07	1783	98	5%	624	35%
2005 / 06	925	50	5%	305	33%
2004 / 05	1285	82	6%	402	32%
2003 / 04	1768	122	7%	490	28%
2002 / 03	1322	67	5%	370	28%
2001 / 02	923	26	3%	250	27%
2000 / 01	1277	34	3%	312	24%

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WORKFORCE MAKEUP

Total Force Strength by Rank:

As at 31st March 2009 (in headcount including Secondments, & Maternity Leave but excludes Career Breaks)

Key

- These figures are higher than the figures from the April 2008 Annual Report
- These figures have not changed compared to the April 2008 Annual Report
- These figures are lower than the figures from the April 2008 Annual Report

Police Officers	Total Police Officer					Minority Ethnic Officers				Part-time Officers			
	Total	Male	%	Female	%	Total	%	Male	Female	Total	%	Male	Female
ACPO	5	4	80	1	20								
Chief Superintendent	16	14	88	2	12	0		0					
Superintendent	23	20	87	3	13	1	4		1				
Chief Inspector	41	38	63	3	7	1	2	1		1	2		1
Inspector	150	123	82	27	18	2	1	1	1	3	2	1	2
Sergeant	509	406	80	103	20	8	2	7	1	27	5	4	23
Constable	2821	1952	69	869	31	70	2	50	20	173	6	10	163
Total	3565	2557	72	1008	28	82	2	59	23	204	6	15	189

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Police Staff (Incl. PCSO excl. Cadets)	Total Police Staff					Minority Ethnic Staff				Part-time Staff			
	Total	Male	%	Female	%	Total	%	Male	Female	Total	%	Male	Female
DFA	2	2	100										
SPS	23	13	57	10	43	2	9	1	1	1	4	1	0
LE1	3	3	100										
LP 1-6	11	11	100										
PO1 to PO6	295	172	58	123	42	8	3	5	3	37	13	9	28
Scales 5 to SO2	1602	642	40	960	60	37	2	15	22	226	14	44	182
Scales 1 to 4	905	252	28	653	72	22	2	7	15	320	35	52	268
TOTAL	2841	1095	39	1746	61	69	2	28	41	584	20	106	478

Special Constabulary /Cadets/PCSOs	Total					Minority Ethnic				Part-time Staff			
	Total	Male	%	Female	%	Total	%	Male	Female	Total	%	Male	Female
Special Constabulary	700	474	68	226	32	20	3	17	3				
Cadets	22	15	68	7	32								
PCSOs	458	207	45	251	55	14	3	8	6	44	10	7	37

Temporary Staff (Adecco)	Total	Male		Female		Minority Ethnic		Disabled	
		No.	%	No.	%	No.	%	No.	%
Temporary Staff	119	39	32.8	80	67.2	2	1.7	1	0.8

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Permanently Outsourced Staff (Sodexo)	Total	Male		Female		Minority Ethnic		Disabled	
		No.	%	No.	%	No.	%	No.	%
Permanently Outsourced Staff	14	4	28.6	10	71.4	1	7.1	0	0

Secondments	Total	Male		Female		Minority Ethnic		Part-time	
		No.	%	No.	%	No.	%	No.	%
Police Officers	24	20	83	4	17	0	0	0	0

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Force Strength – Divisional Breakdown - PCSOs

(By gender, ethnicity and part-time status)

As at 31st March 2009 (headcount)

Division	Total PCSOs			Minority Ethnic	Part-Time
	Total	Male %	Female %	%	%
Central	107	41	59	0.9	12
Eastern	87	54	46	2.3	10
Western	74	34	66	5.4	8
South Western	108	49	51	2.8	11
South Eastern	75	47	53	5.3	5
Stansted	6	50	50		
MSD	1		100		
Total	458	45	55	3.1	10

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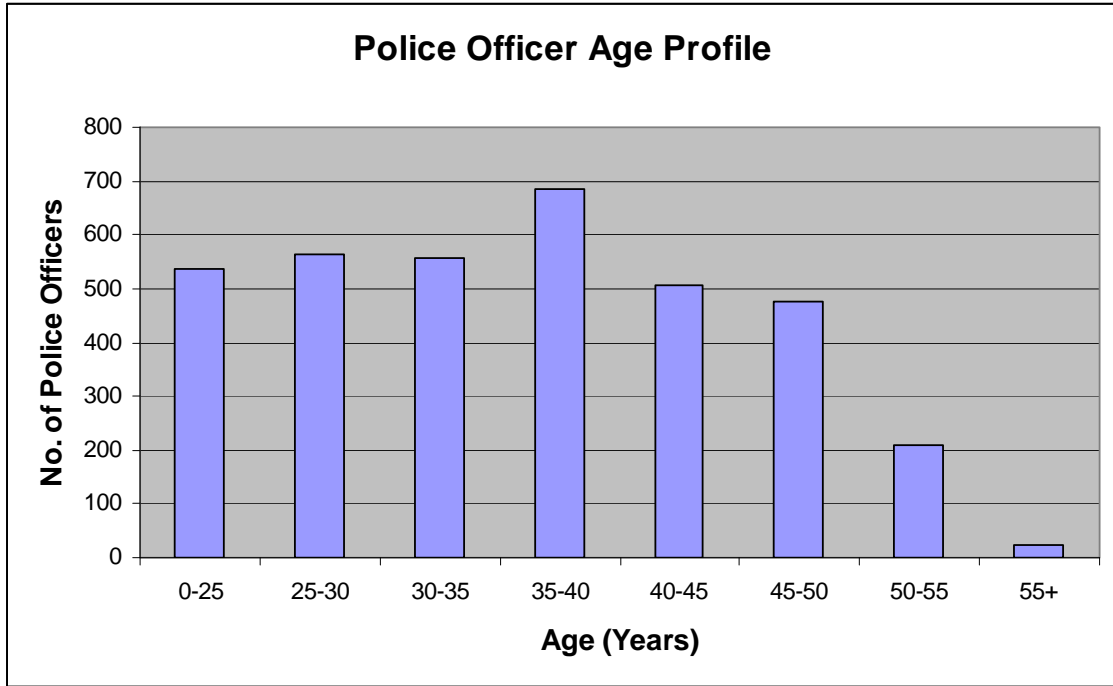
Force Composition by Ethnicity Classification as at 31/04/09
(Including Secondments)

	OFFICERS	STAFF		OFFICERS	STAFF		OFFICERS	STAFF
White British	3366	2718	Any other mixed	22	9	Caribbean	6	8
White Irish	25	8	Indian	5	11	African	3	8
White other	80	47	Pakistani	5	2	Any other Black	3	2
White & Black Caribbean	7	2	Bangladeshi	2	4	Chinese	2	5
White & Black African	3	3	Any other Asian	2	8	Any other	4	3
White & Asian	17	5				Not stated	6	9

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Force Age Profile (as at 31.03.09)

(Figures in headcount, excluding secondments but including Career Breaks)



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APPLICANTS FOR EMPLOYMENT, TRAINING AND PROMOTION:

5.0 Recruitment:Police Officers

- 5.1 4.5% (16) officer recruits in 2008 /9 were minority ethnic, a slight reduction on 5.6% (17) in 2007/8.
- 5.2 Of the 1630 applications received during 2008/9 4.3% (70) were from ethnic minority applicants and 29% were from women.

The following results were reported from applications processed during 2008/9:

- 91% of minority ethnic applicants who undertook the national assessment centre stage were successful compared to 37% in 2007/8.
- 83% of white applicants were successful compared to 39% in 2007/8.
- 83% of females and 83% of males who took the assessment centre stage were successful compared to 35% of females and 34% of males in 2007/8.
- 83% of all candidates who reached the assessment centre stage passed it compared to 39% in 2007/8.

The reason for the higher percentage of successful applicants at national assessment centres in 2008/09 is due to a reduction in the pass mark at the assessment centre from 60% to 50%.

Special Constables:

- 5.3 Of the 293 Special constables recruited in 2008/9 40% were female. 9 minority ethnic applicants were appointed. (3.1% of all recruited).

Police Staff Recruitment:-

- 5.4 From the 341 vacancies advertised between 01.04.08 – 31.03.09 it was found that:
- 5.6% (290) of all applications were from minority ethnic applicants
 - Of 287 appointments made, 9 minority ethnic applicants were successful, 3% of all appointments made (3.1% of all minority ethnic applicants compared to 6% of white applicants).
 - 0.7% of disabled applicants were appointed to police staff roles compared to 6% of non-disabled applicants. 3% of applications were from disabled people. 0.3% of all appointments were disabled –v- 5% in 2007/8.

ACTION: To research into the disproportionality of minority ethnic and disabled staff in police staff recruitment.

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Applications for Advertised Police Officer Posts:-

These include non-core police officer posts such as Road Policing, Child Abuse Investigation, Air Support, Dog Unit etc. These are roles that are advertised internally (not externally as there is no actual establishment vacancy).

- 5.5 Between 01.04.08 – 30.04.09 there were 276 posts advertised. 10 applicants for these posts were minority ethnic officers (2% of all applicants, an increase from 1% over 2008/9). 23% (110) of applications were from female officers (26% last year). Of 48 appointments, 27% (13) were females. 3 minority ethnic officers were interviewed but none were appointed.

ACTION: Mobile Support Division and other specialist departments hold open days for internal officers with 'Role Models' on hand to talk to officers about the roles and application process .

6.0 **Promotion:**

Applications for Police Promotion Boards:-

6.1 Police Constable - Police Sergeant

The promotion process from a Police Constable to a Police Sergeant requires Police Constables to undertake the Sergeants Development Scheme (no formal Promotion Board's now required). They must initially pass the national OSPRE exams and then undertake two, two week in-house courses. They also complete a personal development plan to demonstrate competency.

49 Constables completed the scheme and were promoted to Police Sergeant rank between 01.04.08 – 31.03.09; 32 were male, 17 female (35%) and 1 minority ethnic Officer (2%).

ACTION: A National review of the OSPRE examination process is underway.

6.2 Sergeant – Inspector

9% (7) of applicants were female (9% in 2007); there were no minority ethnic applicants. 29% of the female applicants (2) were appointed -v- 34% of male applicants.

6.3 Inspector – Chief Inspector

17% (5) of applicants were female. There were no minority ethnic applicants. 33% of male applicants were appointed. No females were appointed.

ACTION: A review was conducted in 2008 regarding female officers aspirations and issues regarding the promotion process, to ensure appropriate development opportunities are available to all officers and the processes are fair to all applicants. Analysis of the research is still in progress.

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6.4 Chief Inspector – Superintendent

1 female applicant (3%) and 1 minority ethnic applicants. The female applicant was not successful, the ethnic minority officer was. 11% (3) of the male applicants were appointed.

6.5 Superintendent to Chief Superintendent

3 female applicants (27%) and 1 minority ethnic applicant. None were successful. 4 males were appointed (50% of male applicants).

Police Staff Promotion:-

6.6 There is no promotion process in place for Police Staff as for Police Officers. Police Staff have the opportunity to apply for any job that is advertised.

7.0 **Applications for Training:-**

All requests for training have to be submitted on an application form (TS1) via line managers to the force College. Requests will need to clearly link to development or learning needs identified in the individual's annual Personal Development Review (PDR) and can be declined if this is not the case (e.g. someone applying to do a course out of interest rather than need).

7.1 Between 01.04.08 – 31.03.09 5,614 applications were received by the College. 64% were from males and 2.4% from minority ethnic members. Applications were declined for 2% of male, 2% of female and 2% minority ethnic members. 25% of applications were received from Police Staff and 2% from Special Constables.

NUMBERS OF STAFF WHO:-

8.0 **Receive training:-**

8.1 Minority ethnic members accounted for 2.4% of all students attending training events at the Essex Police College in 2008/2009; 36.2% of all students were female.

Specialist Training Courses

8.2 85% of female students (11) passed Firearms Appraisal courses compared to 38% of male students (36). 2 minority ethnic officers took part in this training and 1 was successful.

8.3 100% of female students (29) passed Response Driver Training courses compared to 98% of males (68). 4 BME officers took and passed the course. On the Advanced Driver Courses, 11 females took and passed the courses along with all 62 males students.

8.4 The two day Mutual Aid Public Order Training was taken and passed by 36 female officers (4 failed) and 257 males (2 failed). 0 minority ethnic officers took part.

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ACTION: MSD and Firearms open days are held to encourage applicants from under-represented groups to apply.

9.0 Benefit or suffer detriment from Performance Assessment Procedures:-

- 9.1 Essex Police operate a 'Personal Development Review (PDR) Programme' which is a personal performance review system for all officers and police staff, based on the National Police Service competency framework. The PDR system is linked to pay for Senior Staff, Superintendents and Chief Officers. A basic monitoring system ensures all PDRs are completed but the system cannot as yet identify individual assessment details e.g. by ethnicity or gender. Quality is tested by local HR Managers dip sampling (*pay award figures were unavailable at time of publication of this document*).

10.0 Raise Grievances:-

A full separate review of formal grievances is published every year.

- 10.1 45 formal grievances were registered between 01.04.08 and 31.03.09 compared to 39 in the previous year (= less than 0.5% workforce). 3 minority ethnic members of staff raised a formal grievance. 64% of formal grievances were raised by females.
- 10.2 5 grievances were related to alleged disability discrimination, 2 to alleged sex discrimination, 2 alleged race discrimination.
- 10.3 6 grievances resulted in Employment Tribunal Claims

11.0 Are Subject of disciplinary / capability procedures:-

- 11.1 84 members (31 police staff and 53 officers including 1 BME officer) were investigated by our Professional Standards Department during 2008 /9.
- 11.2 45 officers (including 15 female (33% of total officers) and 3 BME (7% of total; 3% total BME officers –v- 1% white) were subject to unsatisfactory performance procedures.

12.0 Cease Employment:

- 12.1 637 people left Essex Police during 2008/9. 3.2% (21) of total leavers were BME people. This is higher than 2.7% (16) in 2007/8. Wastage levels for officers were 6.9% of total white officers and 11% of total BME officers – the figure for BME officers was also 11% in 2007/8. 248 Police Officers left the force between 2008/9, 22% of this total being females and 4% BME officers. 21 officers left with less than two years service, including 3 BME officers and 11 females. Of those, 2 females and 1 BME officer left within the first 6 months.
- 12.2 There were 198 Police Staff leavers in total (including staff who were on temporary

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contracts), of whom 63% were female and 3.5% BME staff. Police staff wastage was 12.5% (7) of total BME staff –v- 8.2% of total white members. This was a small reduction on the 16% for BME staff in 2007/8. 2 of those BME police staff who left Essex Police in 2008/9 joined Essex Police Regulars.

- 12.3 147 Special Constables left in 2008/9 – 88 males and 59 females (1 BME). 23 Special Constables resigned to become Essex Police officers

Information from Exit Questionnaires:-

- 12.4 A National Exit Questionnaire was introduced in November 2005 to allow for more consistent monitoring of reasons for leaving, so that improvements are made in the right areas. The questionnaire is broken down into 4 sections - **domestic circumstances, the role, management / supervision** and **remuneration/working conditions**. These 4 sections are then broken down further giving the participant options to rate the significance to leaving (scored 1-4, 4 being most influential reason for leaving).

Unfortunately not all leavers respond to the exit questionnaire or agree to an exit interview. In 2008/9 26 officers (including 7 female and 1 BME officer) and 42 staff (30 females, no BME) completed questionnaires.

Summary of Other Reasons for Voluntary Resignation:

The statements that received the highest scores were as follows:

Officers: Effect on home life (3); Travel to work difficulties (3); Too much paperwork (3)

Staff: Effect on home life (4); Lack of opportunities to progress my career (11); lack of job satisfaction (5) Mgt not listening to concerns (7);

Action: A review of exit interviews and questionnaires was carried out in 2008 and the process was refined and re-established to ensure it was being consistently applied, that relevant data is collected and appropriate actions taken.

OTHER WORKPLACE BENEFITS**13.0 Special Leave:-**Career Breaks:-

- 13.1 The number of Police Officers who were on career breaks during 2008/9 was 18 (7 male officers and 11 female officers). 3 of the breaks are for less than 2 years.
- 13.2 At present there is no policy in place that allows Police Staff to take career breaks however arrangements can be made at a local agreement whereby they can apply for extended unpaid leave.

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Maternity Leave:-

- 13.3 Between 01.04.08 – 31.03.09 79 Police Officers took maternity leave. 55 had returned by 31.03.09, 40 of these returned on reduced hours (73% -v-63% in 2007 / 8). No Officers resigned at the end of their period of maternity leave.
- 13.4 93 Police Staff took maternity leave with 56 of these returning by 31.03.09. 39 of these returned on reduced hours (70% -v- to 56% in 2007/8). 3 resigned at the end of their maternity leave period.

14.0 Police Officer/ Police Staff Payment Award Schemes**14.1 Police Officer Bonus Figures**

To be awarded to Police Officers who have carried out a piece of work, which has been “particularly unpleasant, demanding or occasional work of an outstandingly demanding, unpleasant or important nature”

Breakdown of the Bonus Panels held between 1st April 2008 and 31st March 2009.

Rank	Total Nominations / Awards					Minority Ethnic			
	Male		Female		Total	Male	Female	Total	
Constable	185	168	46	37	231	1	1	2	2
Detective Constable	46	44	15	13	7				
Sergeant	36	32	7	7	43				
Detective Sergeant	16	12	1		17				
Inspector	6	3	1	2	7				
Detective Inspector	6	5	1	1	7				
Chief Inspector	4	4			4				
Det Chief Insp	4	2			4				
Superintendent / DS	2	2			2				
Total	305	272	71	60	322	1	1	2	2

14.2 Police Staff Bonus Figures

All Nominations 1st April 2008 – 31st March 2009:

Rank	Total Nominations / Awards					Minority Ethnic			
	Male		Female		Total	Male	Female	Total	
Police Staff	35	33	69	61	104				
PCSOs	16	8	9	7	20				
Total	51	41	78	68	124				

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14.3 Police Officer Special Priority Payments (SPP)

This payment is role specific and the post awarded has to meet one or more of the following criteria: -

- Carries a significantly higher responsibility level than the norm for the rank
- Presents special difficulties in recruitment and retention
- Has specially demanding working conditions and working environments

Payment will also be dependant on officers fulfilling Essex Police sickness and discipline criteria and will be subject of a satisfactory PDR. (See chart at 14.4 below for outcomes)

14.4 Police Officer Competency Related Threshold Payments (CRTP)

This payment is eligible to officers of all federated ranks who have been at the top of their pay scale for one year, providing they meet the 4 national standards of competency including attendance and discipline. In 2008 / 9, 133 officers received payment; 98% of those eligible. 100% of eligible BME officers received payment and 100% of eligible female officers received payment.

Summary:

SPP figures are for the calendar year (1st Jan 2008 to 31st Dec 2008)

	Total Officers					Minority Ethnic			
	Male	%	Female	%	Total	Male	Female	Total	%
Bonus Payment	278	80.8	66	19.2	344	2		2	0.6
SPP	1272	70.3	537	29.7	1809	27	14	41	2.7
CRTP	96	72.2	37	27.8	133	2	1	3	2.3
Total	1646	72.0	640	28	22286	31	15	46	2.0

15.0 Equality Survey:-

This survey is undertaken every three years. An anonymous questionnaire is sent to every police officer and police staff member which includes a provision to monitor responses by gender, disability, ethnicity, faith, age, sexual orientation, part or full time working, rank or grade.

The survey includes questions about workplace treatment, perceptions of commitment to Equality and aspirations. The survey aims to provide information to inform organisational development and identify training needs.

The last survey was carried out in September 2006. A full report of the findings has been published. The next survey is due to be carried out in September 2009.

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APPENDIX A

Force Strength – Divisional Breakdown – Police Officers
As at 31st March 2008 (in headcount)

Rank	Total Officers			Minority Ethnic	Part-Time
	Male %	Female %	Total	%	%
South-Eastern Division					
Chief Superintendent	100		1		
Superintendent	50	50	2		
Chief Inspector	100		3		
Detective Inspector	50	50	4	25	
Police Inspector	100		10		
Detective Sergeant	78	22	9		
Police Sergeant	76	24	55	1.8	5.5
T/ Police Sergeant	100		8	12.5	
Detective Constable	65	35	20	10	5
T/Detective Constable	40	60	15		6.7
Police Constable	70	30	369	1.9	4.6
Total	71	29	496	2.4	4.4
South-Western Division					
Chief Superintendent	100		1		
Superintendent	100		2		
Det. Chief Inspector	100		1		
Chief Inspector	100		1		
T/Chief Inspector	100		2		
Detective Inspector	67	33	3		
Police Inspector	79	21	14	7.1	14.3
T/Police Inspector	100		1		
Detective Sergeant	83	17	12		
T/Detective Sergeant		100	1		
Police Sergeant	75	25	56	1.8	12.5
T/ Police Sergeant	80	20	10	10	10
Detective Constable	74	26	46		6.5
T/Detective Constable	50	50	12		8.3
Police Constable	65	35	403	3.7	5.7
Total	67	33	565	3.2	6.5

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Rank	Total Officers			Minority Ethnic	Part-Time
	Male %	Female %	Total	%	%
Central Division					
Chief Superintendent	50	50	*2		
Superintendent	100		2		
Det. Chief Inspector	100		1		
Chief Inspector	100		4		
Detective Inspector	80	20	5		
Police Inspector	77	23	13		7.7
T/Police Inspector	100		1		
Detective Sergeant	42	58	12		
T/Detective Sergeant	100		1		
Police Sergeant	85	15	60	1.7	8.3
T/ Police Sergeant	75	25	8		12.5
Detective Constable	46	54	41	2.4	14.6
T/Detective Constable	100		1		
Police Constable	61	39	389	3.9	9
Total	64	36	540	3.1	8.9
Western Division					
C/Superintendent	100		1		
Superintendent	100		2		
Det. Chief Inspector	100		1		
Chief Inspector	100		3		
T/Chief Inspector	100		1		
Detective Inspector	50	50	2		
Police Inspector	100		10		
Detective Sergeant	89	11	9		
T/Detective Sergeant		100	1		
Police Sergeant	79	21	43	4.7	7
T/ Police Sergeant	73	27	11		
Detective Constable	65	35	37	2.7	13.5
T/Detective Constable	20	40	5		10
Police Constable	68	32	295	2.7	3.4
Total	70	30	421	2.6	4.5

* Our data shows that there were 2 Chief Superintendents at Central Division as at 31st March 2009 and this is due to the Chief Superintendent for Central moving to a different division after 31st March 2009 and the new Chief Superintendent who was taking over overlapping during this time.

NOT PROTECTIVELY MARKED

Rank	Total Officers			Minority Ethnic	Part-Time
	Male %	Female %	Total	%	%
Eastern Division					
Chief Superintendent	100		1		
Superintendent	100		2		
D/Chief Inspector	100		1		
Chief Inspector	100		2		
Detective Inspector	100		3		
Police Inspector	92	8	13		
Detective Sergeant	71	29	7		
T/Detective Sergeant	100		1		
Police Sergeant	78	22	51		3.9
T/ Police Sergeant	88	12	8		
Detective Constable	66	34	32		15.6
T/Detective Constable	60	40	15		
Police Constable	64	36	322	3.4	5.9
Total	68	32	458	2.4	5.7
Stansted Division					
C/Superintendent	100		1		
Chief Inspector	100		1		
Police Inspector	100		4		
Detective Sergeant	100		2		
Police Sergeant	91	9	11	9	9
T/ Police Sergeant		100	1		100
Detective Constable	86	14	7		
Police Constable	87	13	67		3
Total	87	13	94	1.1	4.2
Territorial Policing Division					
T/Superintendent	100		1		
Police Inspector	67	33	3		
Police Sergeant		100	1		100
Police Constable	43	57	7		
Total	50	50	12		8.3
Criminal Justice Department					
Police Inspector	100		1		
Total	100		1		

NOT PROTECTIVELY MARKED

Rank	Total Officers			Minority Ethnic	Part-Time
	Male %	Female %	Total	%	%
Crime Division					
Det. Chief Superintendent	100		1		
Detective Superintendent	80	20	5		
T/Detective Superintendent	100		1		
Superintendent	100		1		
Det. Chief Inspector	83	17	6		17
T/Det. Chief Inspector	100		1		
Detective Inspector	70	30	20		
T/Detective Inspector	100		3		
Police Inspector		100	1		
Detective Sergeant	76	24	50		2
T/Detective Sergeant	90	100	10		
Police Sergeant	67	33	3		33
Detective Constable	75	25	204	1	7.8
T/Detective Constable	71	29	96		8.3
Police Constable	67	33	9		
Total	74	26	411	0.5	6.6
ACPO & Force Command					
Chief Constable	100		1		
Deputy Chief Constable	100		1		
Ass. Chief Constable	100		2		
T/Ass. Chief Constable		100	1		
Chief Superintendent	100		2		
Total	86	14	7		

NOT PROTECTIVELY MARKED

Rank	Total Officers			Minority Ethnic	Part-Time
	Male %	Female %	Total	%	%
Secondments					
T/Ass. Chief Constable	100		1		
Chief Superintendent	100		1		
T/Ch Superintendent		100	1		
T/Det. Superintendent	100		1		
T/Superintendent	100		1		
T/Chief Inspector		100	1		
Detective Inspector	100		2		
T/Detective Inspector	100		1		
Police Inspector		100	1		
Detective Sergeant	100		1		
Police Sergeant	100		2		
Detective Constable	100		4		
T/Detective Constable	75	25	4		
Police Constable	50	50	2		
Total	83	17	23		
Mobile Support Division					
Chief Superintendent	100		1		
Superintendent	100		1		
Chief Inspector	100		5	20	
Police Inspector	100		10		
T/Police Inspector	100		2		
Police Sergeant	94	6	51		
Police Constable	90	10	330	21	1.8
Total	91	9	400	2	1.5
Human Resources & Training Division					
Chief Inspector	100		2		
T/Detective Inspector		100	1		
Police Inspector	75	25	4		
Police Sergeant	78	22	9		
T/Police Sergeant		100	1		
Police Constable	68	32	57	1.8	7
Total	69	31	74	1.4	5

NOT PROTECTIVELY MARKED

Rank	Total Officers			Minority Ethnic	Part-Time
	Male %	Female %	Total	%	%
Communications Division					
Chief Superintendent	100		1		
Superintendent	100		1		
Chief Inspector	100		1		
Police Inspector	86	14	7		
Police Constable	59	41	29		31
Total	67	33	39		23
Corporate Support Department					
Chief Superintendent	100		1		
Superintendent		100	1	100	
Chief Inspector	50	50	2		
Police Inspector	100		5		
T/Police Inspector	100		2		
Police Sergeant	100		3		
Police Constable	100		1		
Total	87	13	15	6.7	
Professional Standards Department					
Chief Superintendent	100		1		
Chief Inspector		100	1		
T/Chief Inspector	100		1		
Detective Inspector	33	67	3		
T/Detective Inspector		100	1		
Detective Sergeant	100		1		
Detective Constable		100	2		50
Total	40	60	10		10

NOT PROTECTIVELY MARKED

APPENDIX B

Force Strength – Divisional Breakdown – Police Staff**As at 31st March 2007 (in headcount)**

Rank	Total Officers			Minority Ethnic	Part-Time
	Male %	Female %	Total	%	%
South-Eastern Division					
PO1-PO6		100	3	33	
Scale 5 - SO2	40	60	142	2.8	10.6
Scale 1-4	31	69	54	1.9	37
Total	37	63	199	3	18
South-Western Division					
PO1 -PO6		100	4		
Scale 5 - SO2	41	59	185	2.7	14
Scale 1-4	40	60	63	1.6	32
Total	40	60	252	2.4	18
Central Division					
PO1 -PO6	50	50	2		
Scale 5 - SO2	38	62	164	0.6	11.6
Scale 1-4	35	65	75	1.3	61
Total	37	63	241	0.8	27
Western Division					
PO1 - PO6		100	2		
Scale 5 - SO2	36	64	118	5.1	8.5
Scale 1-4	25	75	63	3.2	25
Total	32	68	183	4.4	14
Eastern Division					
PO1 -PO6		100	3		
Scale 5 - SO2	49.6	50.4	141	2.1	16
Scale 1-4	39	61	66	1.5	39
Total	46	54	210	1.9	23

NOT PROTECTIVELY MARKED

Rank	Total Officers			Minority Ethnic	Part-Time
	Male %	Female %	Total	%	%
Stansted Division					
PO1 - PO6		100	1		
Scale 5 - SO2	52	48	25		4
Scale 1-4	53	47	15	6.7	27
Total	51	49	41	2.4	12
IT Department					
SPS	67	33	3	33	
PO1 - PO6	79	21	63	4.8	7.9
Scale 5 - SO2	64	36	39	2.6	15.4
Scale 1-4	64	36	14	14	28.6
Total	72	28	119	5.9	12.6
Criminal Justice Department					
SPS		100	1		
PO1 - PO6	46	54	13		15.4
Scale 5 - SO2	32	68	63	3.2	19
Scale 1-4	9	91	188	4.8	41
Total	16	84	265	4.2	34.3
Crime Division					
PO1 - PO6	61	39	56	3.6	7.1
Scale 5 - SO2	37	63	166	1.8	4.2
Scale 1-4	23	77	91	1.1	26.4
Total	37	63	313	1.9	11.2
ACPO & Force Command					
DFA	100		1		
Total	100		1		

NOT PROTECTIVELY MARKED

Rank	Total Officers			Minority Ethnic	Part-Time
	Male %	% Female	Total	%	%
Mobile Support Division					
LE1	100		3		
LP1 - 6	100		11		9
SPS	100		2		
PO1 - PO6	67	33	6		
Scale 5 - SO2	56	44	36	2.8	
Scale 1-4	30	70	63	1.6	
Gen		100	1		
Total	48	52	122	1.6	0.8
Human Resources & Training Division					
SPS	33	67	3	33	
PO1 - PO6	24	76	29	3.4	38
Scale 5 - SO2	39	61	72	5.6	26
Scale 1-4	18	82	38	2.6	45
Cadets	33	67	3		
Gen	68	32	22		
Total	35	65	167	4.2	28
Communications Division					
SPS		100	1		
PO1 - PO6	83	17	6		
Scale 5 - SO2	30	70	300	2	19.7
Scale 1-4	26	74	99	2	29.3
Total	30	70	406	2	21.7
Corporate Support					
DFA	100		1		
SPS	71	29	7		14.2
PO1 - PO6	55	45	33		15.2
Scale 5 - SO2	37	63	52	1.9	15.4
Scale 1-4	36	64	11		9.1
Total	45	55	104	10	14.4

NOT PROTECTIVELY MARKED

Rank	Total Officers			Minority Ethnic	Part-Time
	Male %	% Female	Total	%	%
Finance Department					
SPS		100	2		
PO1 - PO6	56	45	18		11.1
Scale 5 - SO2	25	75	16		6.3
Scale 1-4		100	2		
Gen	100		1		
Total	38	62	39		7.7
Procurement Department					
PO1 - PO6	44	56	9		22.2
Scale 5 - SO2	43	57	7		28.6
Scale 1-4	27	73	11		9.1
Total	37	63	27		18.5
Transport Services Department					
SPS	100		1		
PO1 - PO6	78	22	9		22.2
Scale 5 - SO2	91	9	33		6.1
Scale 1-4	74	26	31		3.2
Apprentice	100		1		
Total	83	17	75		6.7
Property Services Department					
SPS	100		1		
PO1 - PO6	85	15	13		15.4
Scale 5 - SO2	82	18	11		18.2
Scale 1-4	50	50	10		10
Total	74	26	35		14
Legal Department					
SPS	100		1		
PO1 - PO6	50	50	2		
Scale 5 - SO2		100	3		67
Total	33	67	6		33

NOT PROTECTIVELY MARKED

Rank	Total Officers			Minority Ethnic	Part-Time
	Male %	Female %	Total	%	%
Media & Public Relations Department					
SPS		100	1		
PO1 - PO6	53	47	19	5.3	15.8
Scale 5 - SO2	17	83	6		
Scale 1-4	33	67	3		33.3
Total	41	59	29	3.4	13.8
Territorial Policing Division					
PO1 – PO6	100		1		
Scale 5 - SO2	40	60	5		40
Scale 1-4		100	3		
Total	33	67	9		22
Professional Standards Department					
PO1 - PO6	100		3		
Scale 5 - SO2	50	50	18		22.2
Scale 1-4		100	5		
Total	46	54	26		15.4

NOT PROTECTIVELY MARKED

APPENDIX C

**Force Officer Strength National and Regional Comparison
as at 31/03/09***** Most Similar Forces determined by the Home Office for comparison purposes****% Female Strength (FTE):**

Rank	Essex	National	Hertfordshire *	Cambridgeshire	Suffolk	Norfolk	Bedfordshire	Kent *	Avon & Somerset *	Devon & Cornwall *	Leicestershire *	Hampshire *
Total	3484	147,085	2172	1450	1291	1668	1244	3799	3355	3556	2363	3811
Total Female %	27.1%	24.9%	30.1%	26.5%	25.0%	24.8%	28.4%	25.7%	24.2%	24.2%	24.6%	27.5%
ACPO	20%	15.4%	33.3%	33.3%	33.3%	25%	50%	0%	16.7%	33.3%	0%	20%
C/Supt	16.7%	11.5%	12.5%	16.7%	0%	12.5%	20%	0%	50%	20%	9.1%	30.8%
Supt	13.6%	11.4%	11.8%	7.7%	18.2%	17.6%	8.3%	22.2%	9.1%	15.6%	21.4%	11.1%
C/Insp	7.7%	14.6%	24.2%	28.6%	7.7%	13.6%	16.7%	12.9%	13.7%	13.8%	12.5%	17.2%
Insp	17.8%	14.6%	18.3%	11.4%	8.3%	15.5%	18.3%	17.0%	14.9%	15.8%	14.8%	19.8%
Sgt	19.4%	16.5%	23.1%	21.9%	15.3%	16.3%	21.7%	18.7%	13.5%	15.2%	13.8%	20.3%
Constable	29.4%	27.7%	32.7%	29.0%	29.0%	27.6%	31.2%	27.9%	27.1%	27.0%	27.7%	30.1%

NOT PROTECTIVELY MARKED

% Minority Ethnic Officer Strength:

Rank	Essex	National	Hertfordshire	Cambridgeshire	Suffolk	Norfolk	Bedfordshire	Kent	Avon & Somerset	Devon & Cornwall	Leicestershire	Hampshire
Total	3484	147,085	2172	1450	1291	1668	1244	3799	3355	3556	2363	3811
Total BME %	2.3%	4.4%	3.4%	2.3%	1.9%	1.3%	6.0%	2.8%	1.6%	0.8%	6.6%	2.1%
ACPO	0%	4.0%	0%	0%	0%	0%	0%	25%	0%	0%	0%	0%
C/Supt	0%	2.7%	12.5%	33.3%	0%	0%	0%	15.4%	0%	0%	9.1%	0%
Supt	4.5%	3.2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
C/Insp	2.6%	2.6%	0%	3.6%	0%	0%	0%	1.6%	2.0%	0%	0%	3.4%
Insp	0.7%	3.1%	3.2%	2.3%	0%	0%	3.3%	2.6%	1.1%	1.1%	4.3%	2.0%
Sgt	1.6%	3.2%	4.1%	2.4%	1.9%	0.4%	6.9%	1.0%	1.0%	0.5%	5.9%	1.2%
Constable	2.5%	4.8%	3.3%	2.2%	2.1%	1.7%	6.3%	3.2%	1.7%	0.9%	7.1%	2.3%

Please notes figures are in FTE and are rounded up to the nearest whole number. .

NOT PROTECTIVELY MARKED

APPENDIX D

Recruitment V Wastage

(01/04/2008 – 31/03/2009 - Headcount)

Summary: Wastage V Establishment:-

	TOTAL LEAVERS						ESTABLISHMENT @ 31.03.08						% LEAVERS –V- EST.				
	Total	Male	Female	Minority Ethnic	White		Total	Male	Female	Minority Ethnic	White		Total	Male	Female	Minority Ethnic	White
Police Officers	248	194	54	9*	239		3566	2558	1008	82	3484		7	7.6	5.4	11	6.9
Police Staff (Excl. PCSOs/ Cadets)	198	74	124	7	191		2389	891	1498	56	2333		8.3	8.3	8.3	12.5	8.2
PCSOs	44	26	18	4**	40		458	207	251	14	444		9.6	12.6	7.2	28.6	9
Special Constables	147	88	59	1	146		700	474	226	20	680		21	18.6	26.1	5	21.5
TOTAL	637	382	255	21	616		7113	4130	2983	172	6941		9	9.2	8.5	12.2	8.9

NOT PROTECTIVELY MARKED

Recruitment Figures as at 1st April 2008 – 31st March 2009 (Headcount)

	Total	Male		Female		Minority Ethnic	
	No.	No.	%	No.	%	No.	%
Police Officers	352	258	73	94	27	16	4.5
Police Staff (Excl. PCSOs)	321	150	46.7	171	53	18	5.6
PCSOs	60	33	55	27	45	2	3.3
Special Constables	293	175	59.7	118	40	9	3.1
TOTAL	1026	616	60	410	40	45	4.3

NOT PROTECTIVELY MARKED

APPENDIX E

Wastage figures Cont: Breakdown by reasonAs at 01/04/08 – 31/03/09 (Headcount)**Police Officers:**

Reason	Total	Male			Female			Minority Ethnic		
		No.	% of Category	% of Total Leavers	No.	% of Category	% of Total Leavers	No.	% of Category	% of Total Leavers
Required to resign	3	1	33	40	2	67	0.8			
Died in Service	3	2	67	0.8	1	33	0.4			
Voluntary Resignation	50	33	66	13	17	34	7	4	8	1.6
Medical Retirement	7	2	29	0.8	5	71	2			
Ordinary Retirement	86	76	88	31	10	12	4	1	1.2	0.4
Joining 30+ Scheme	9	8	89	3	1	11	0.4			
Transfer to another Force	90	72	80	29	18	20	7	4	4.4	1.6
Total	248	194		78	54		22	9		3.6

NOT PROTECTIVELY MARKED

Police Staff (excl. PCSOs):

Reason	Total	Male			Female			Minority Ethnic		
		No.	% of Category	% of Total Leavers	No.	% of Category	% of Total Leavers	No.	% of Category	% of Total Leavers
Early Retirement	8	1	13	0.5	7	88	4			
Redundancy	5				5	83	3	1	16.7	0.5
Died in Service	1				1	100	0.5			
Voluntary Resignation	130	39	30	20	91	70	35	4	3	2
Medical Retirement	4	1	25	0.5	3	75	2			
Ordinary Retirement	20	12	60	6	8	40	4	1	5	0.5
To join EPC Regulars	13	11	85	6	2	15	1	1	7.7	0.5
Termination of contract (Employer)	2	2	100	1						
TUPE Transfer	15	8	53	4	7	47	4			
Total	198	74		37	124		63	7		4

NOT PROTECTIVELY MARKED

PCSOs:

Reason	Total	Male			Female			Minority Ethnic		
		No.	% of Category	% of Total Leavers	No.	% of Category	% of Total Leavers	No.	% of Category	% of Total Leavers
To join other Police force	2				2	100	5			
To join EPC regulars	11	7	64	16	4	36	9	1	9.1	2.3
Voluntary Resignation	30	19	63	43	11	37	25	3	10	6.8
Ordinary Retirement	1				1	100	2			
Total	44	26		59	18		41	4		9.1

Special Constables:

Reason	Total	Male			Female			Minority Ethnic		
		No.	% of Category	% of Total Leavers	No.	% of Category	% of Total Leavers	No.	% of Category	% of Total Leavers
Required to Resign	1				1	100	0.7			
To become a PCSO	2	1	50	0.7	1	50	0.7			
Transferred to other force regulars	14	11	79	7	3	21	2			
Joined EPC Regulars	23	17	74	12	6	26	4			
Voluntary Resignation	102	56	55	38	46	45	31	1	1	0.7
Transferred to other force Specials	3	2	57	1	1	33	0.7			
Ordinary Retirement	2	1	50	0.6	1	50	0.7			
Total	147	88		60	59		40	1		0.7

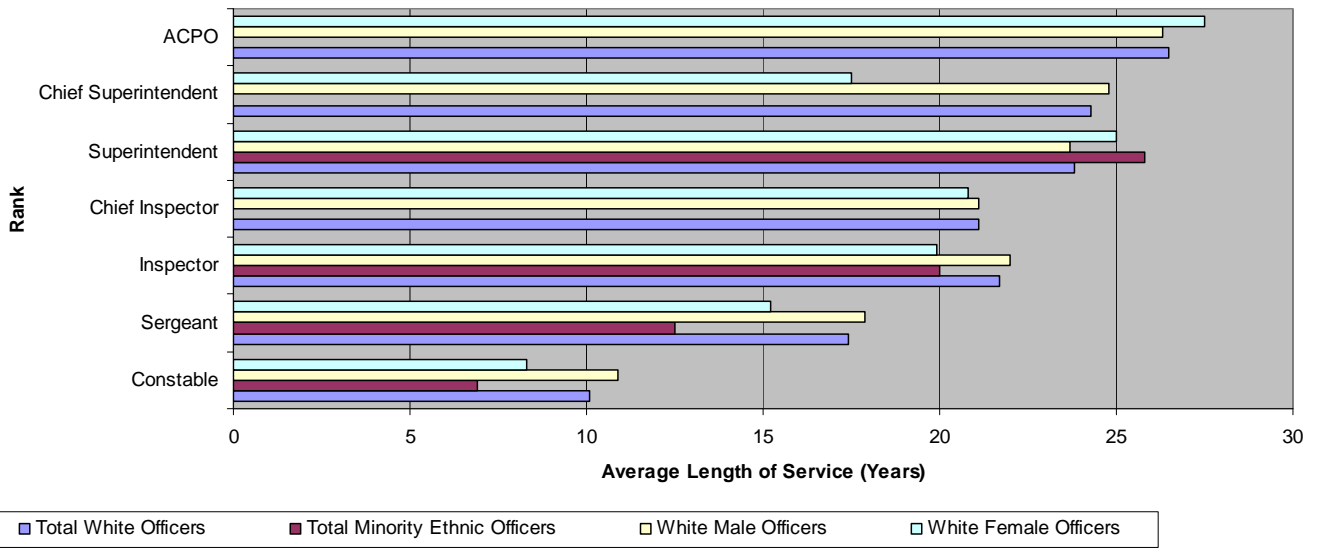
NOT PROTECTIVELY MARKED

APPENDIX F**Average Length of Service – Police Officers**As at 31st March 2008(Calculated using source document based upon Headcount)

	Constable	Sergeant	Inspector	Chief Inspector	Superintendent	Chief Superintendent	ACPO
Total All Officers	10.1	17.3	21.6	21.1	24.1	24.3	26.5
Total White Officers	10.1	17.4	21.7	21.1	23.8	24.3	26.5
Total Minority Ethnic Officers	6.9	12.5	20		25.8		
White Male Officers	10.9	17.9	22	21.1	23.7	24.8	26.3
White Female Officers	8.3	15.2	19.9	20.8	25	17.5	27.5
Minority Ethnic Male Officers	6.6	11.8	20		27.5		
Minority Ethnic Female Officers	7.7	17.5	27.5		27.5		

NOT PROTECTIVELY MARKED

Average Length of Service: Total White Male/Female Officers



Average Length of Service: Total White/Minority Ethnic Officers

