

Statutory Duty

Information Report 2021

Date: 31st January 2021

Unit: Diversity and Inclusion Team

Contact: Diversity and Inclusion Team

Equality Act 2010

Essex Police Statutory Duty Information Report 2021

Introduction

Essex Police is committed to diversity, inclusion and dignity for everyone we serve and employ; treating everyone with fairness, equality and respect. The communities of Essex are evolving and changing, and we want to grow and evolve with them by listening and responding to actual rather than assumed needs. Understanding the needs of the people that live, work and visit Essex helps us to do our job more effectively and enhances community cohesion.

Working in collaboration with our partners, our force is better able to recognise the varying needs of victims, witnesses and individuals across the county.

This report is part of Essex Police's response to the Equality Act 2010. It is intended to offer data on the equality impact of Essex Police's employment practices and activities.

The Equality Act creates a public sector equality duty to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. In other words, to consider how different people will be affected by our activities.
- Advance equality of opportunity between people who share a protected characteristic and those who do not. That is to deliver services which, while efficient and effective, are accessible to all and meet diverse needs.
- Foster good relations between people who share a protected characteristic and those who do not. Fulfil our requirements to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people (both employees and others) who share a protected characteristic and those who do not.

Protected characteristics covered by the equality duty are:

- Age
- Disability
- Gender reassignment

- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Most data presented represents a snapshot of Essex Police as at 31 March 2020. In compliance to the specific duty regulations Essex Police:

- Publish equality objectives every four years.
- Publish information annually to demonstrate compliance with the general equality duty.
- Publish information relating to our employees and others affected by our policies and practices (such as provide services to communities).

Essex Police Equality Objectives

The specific duties require public bodies to prepare and publish one or more specific and measurable equality objectives which will help them to further the three aims of the equality duty.

We incorporate equality into our core business, create equal opportunities and develop good working relationships between different people. We are transparent about how we respond to the Equality Duty, as required by the Equality Act 2010 (Specific Duties) Regulations 2011.

Essex Police has set clear equality objectives to further the aims of the equality duty. During the period of this report, 1st April 2019 – 31st March 2020, the equality objectives were:

1. Increase the number of black, Asian and minority ethnic (BAME) officers to be more reflective of the economically active population in Essex.
2. Retain and develop BAME colleagues into specialist roles and management positions.
3. Increase proportion of females in management or specialist roles.
4. Increase the number of officers and staff self-declaring sexual orientation, disability and religion.

Essex Police has developed a Diversity, Equality and Inclusion Strategy which was launched on 30 November 2020. The objectives featured in the Diversity, Equality and Inclusion Strategy will replace the above objectives, and these will be reported on in the next Statutory Duty Information Report which will be published in January 2022. These new objectives are:

1. Attract, recruit, progress and retain a more diverse workforce that better reflects our communities to improve confidence in Essex Police.
2. Narrow the disparity between protected groups and non-protected groups in respect of the use of police powers such as stops, searches and the use of force. Improve the experience of policing services without reducing the legitimate use of police powers to protect communities.
3. Increase satisfaction & confidence amongst protected groups, wider communities and victims of crime. Tackle hate crime and address any complaints and concerns raised.
4. Adopt and advance the NPCC Diversity, Equality and Inclusion Strategy 2018-2025 and accompanying toolkits
5. Improve inclusive culture through delivery of mandatory training, equality data analysis, equality and health impact assessment, and effective community engagement.

The Diversity, Equality and Inclusion Strategy can be viewed here <https://www.essex.police.uk/police-forces/essex-police/areas/essex-police/au/about-us/equality-and-diversity/essex-police-diversity-equality-and-inclusion-strategy-2020-2025/> . The strategy has been developed in consultation with key stakeholders and staff support associations, to develop and monitor activity and document actions to enable Essex Police to achieve the equality objectives.

Please note that any events reported in this document either took place prior to the Coronavirus pandemic, virtually, or in line with government guidelines.

Progress against our Equality Objectives (as at 31 March 2020)

Objective 1 – Increase the number of BAME officers to be more reflective of the economically active population in Essex

Activity

Positive Action Programme

The #FitTheBill campaign has continued which includes the Positive Action Programme. The programme is designed to support individuals from under-represented groups in areas of attraction and recruitment. The Positive Action Programme consists of targeted marketing to BAME specific publications, outreach activity at places such as community groups and places of worship, pre-application workshops, pre-assessment workshops and the introduction of a buddy scheme to provide positive action support to candidates.

Careers evenings have taken place at Essex Police premises, as well as in the local community, to provide guidance to potential applicants thinking of joining the police. Officers and staff have been available at the events to give lived experience of being a police officer and staff member with Essex Police and to provide an overview of the recruitment process and training involved. The campaign features serving Essex Police officers and is designed to showcase the variety of roles we have on offer and the varied backgrounds they have come from.

A 'Ride Along' scheme also operates which allows potential candidates the opportunity to observe everyday policing activities. This usually involves placing an observer with a police officer, special constable or police community support officer (PCSO), whilst on foot or vehicle-based patrol within Community Policing Teams. Applicants are being encouraged to participate in this scheme to enhance their knowledge and experience of policing.

Progress update

Between 1 April 2019 to 31 March 2020, Essex Police appointed 465 police officers (including transferees and re-joiners), of which 31 (6.67%) were BAME. This is an increase of 1.75% BAME officers who joined in comparison to 1 April 2018 to 31 March 2019, when 346 police officers were appointed, of which 17 (4.91%) were BAME.

Between 1 April 2019 and 31 March 2020, 2.43% of police officer leavers were BAME. This was as a result of ill health retirement, resignation, retirement and transferring to another force. This is in comparison to 1 April 2018 to 31 March 2019 when 2.92% of police officer leavers were BAME.

[Objective 2 – Retain and develop Black, Asian and minority ethnic colleagues into specialist roles and management positions](#)

[Activity](#)

[Development Opportunities](#)

Several development opportunities are available for members of Essex Police, including the Police Staff Leadership Pathway (PSLP). This is a development opportunity for police staff in Essex Police who demonstrate future leadership potential and the course takes place over one year to enable the staff to develop skills to become future leaders. Development opportunities are advertised internally on the force's intranet pages, as well as being sent out to all our internal support networks for forwarding to their members to encourage those who may be under-represented within higher ranking roles.

Development opportunities are also available in a variety of forms including attachments and work shadowing, mentoring and coaching, 360-degree feedback and specific projects that provide participants with a range of skills and experiences that their substantive role may not.

Individuals can apply for advertised opportunities or specific personal development needs which can support lateral or progressive development. The force's 'Develop You' programme, provides a consistent, transparent process to enable officers and staff to access development opportunities both laterally and progressively. All relevant information and application forms are published on the internal Develop You portal, which is accessible to all officers and staff.

[Progress update](#)

Between 1 April 2019 and 31 March 2020, 2.75% of police officer promotions were achieved by BAME officers throughout the rank structure. 8.33% of promotions between the rank of Inspector and Chief Inspector were achieved by BAME officers. The highest rank of a BAME officer as at 31st March 2020 was Chief Inspector, this is an increase from 31st March 2019 when the highest rank was Inspector.

Between 1 April 2019 and 31 March 2020, 3.46% of individuals of the 289 police staff promotions identified as BAME, this is an increase from the 2.61% promoted between 1 April 2018 and 31 March 2019.

Objective 3 – Increase proportion of females in management or specialist roles

Activity

HeForShe

Essex Police have pledged to support the international UN Women solidarity movement for gender equality, HeForShe. The movement encourages men and women to take action to create a gender equal world. In supporting HeForShe, Essex Police is demonstrating the strength of our commitment to ensuring a police force that is representative of the communities that we serve. The commitments the Force signed up to are:

- To engage with the workforce to discuss gender equality within the workplace to aspire to improve the gender imbalances at senior levels within policing
- Continue to work to combat domestic abuse and sexual abuse in society to create communities free from such abuse
- Support the annual reporting of gender equality information

During 2019 HeForShe was reinvigorated within Essex Police and many male ambassadors have signed up to support these commitments. A Superintendent from Sussex Police, who is recognised as one of the global leaders in seeking to address gender inequality in the law enforcement sector, also provided an input at the International Women's Day event in March. He provided a comprehensive overview of the HeForShe movement showing how male advocates and gender solidarity is progressing within the police service.

Female Dog Handler Internal Open Day

Events late in 2019 included an open event for current female police officers to find out more about becoming a dog handler, a role which usually attracts less females than males. Female dog handlers were part of a discussion and Q&A panel, as well as a representative from Human Resources. Presentations and demonstrations were given on dog training, as well as explosive search, bite and play work. Attendees were able to interact with the dogs themselves. The opportunity offered women a proactive environment to consider a specialist area, and what it can involve.

Please see activity under objective 2 applicable to female progression.

[Progress update](#)

Between 1 April 2019 and 31 March 2020, 28.44% officers promoted between the ranks of Sergeant and Chief Officer were female. The percentage of females at Chief Officer level has increased from 33.33% on 31 March 2019, to 40% as at 31 March 2020.

Between 1 April 2019 and 31 March 2020, 68.17% of police staff who were promoted were female, out of a total of 289 police staff. This is an increase from 1 April 2018 and 31 March 2019 when 62.09% of those promoted were female. This is higher than the proportion of female members of staff in force as at 31 March 2020 (65.01%).

Objective 4 – Increase the number of officers and staff self-declaring sexual orientation, disability and religion

[Activity](#)

[Workforce Self-Declared Protected Characteristics](#)

Internal communications have been published on a quarterly basis on our intranet to encourage members of Essex Police to update their diversity information. It is not mandatory for this information to be given, but we encourage this information to be reported and explain why we ask for this information, how it will be used and who has access to what data.

[Progress update](#)

As at 31 March 2020, 50.26% of individuals stated their religion and belief information on their personal HR record, compared to 42.49% on 31 March 2019. The number of individuals who declined to state their religion or belief information reduced from 55.56% to 47.56%.

As at 31 March 2020, 53.2% of individuals stated their sexual orientation information on their personal HR record, compared to 46.47% on 31 March 2019. The number of individuals who declined to state their sexual orientation reduced from 53.53% to 44.84%.

As at 31 March 2020, 27.53% of individuals stated their disability information on their personal HR record, compared to 31.31% on 31 March 2019. The number of individuals who did not state their disability information increased from 68.69% to 71.94%. Further details on the reasons for this can be found on the Workforce within the disability section of the report.

Further details of this can be found in the workforce data section of this report. The ethnicity field has now become mandatory to complete, however individuals are given the option of 'prefer not to state', if they wish.

Activity Undertaken

The below activities have been carried out between 1st April 2019 and 31st March 2020. Previous reports can be viewed on the Essex Police website which refer to continuous activities.

All Protected Groups

Hate Incident Reporting Centres (HIRCs)

The role of HIRCs is to provide a drop-in service that can be accessed by victims and witnesses of hate crimes and incidents, with an option to report confidentially. HIRCs are also intended to support and encourage reporting of hate crime within the community by providing an environment in which victims of hate crimes and incidents will feel safe and supported. HIRCs effectively provide third party reporting facilities for victims and witnesses. HIRCs endeavour to improve information sharing between partner agencies and to increase community safety. Currently there are 60 HIRCs across Essex which are accredited. The total number of hate crimes reported from 1 April 2019 to 31 March 2020 is 2937. Details of how to report hate incidents and a list of HIRCs can be found on the Essex Police website

<https://www.essex.police.uk/advice/advice-and-information/hco/hate-crime/how-to-report-hate-crime/>

Website Updates

On 4th September 2019, the Essex Police website was updated to the Single Online Home platform. This was a national development and part of the Digital Public Contact Programme. The updated website aims to provide the online public with a modern, reliable one stop shop for information and police services.

Single Online Home aims to encourage people to shift away from using 101 calls, improve efficiency and reduce administration and:

- Allows people to report incidents via Single Online Home with the reports being directed automatically to the appropriate force
- Provides improved online incident reporting, including crime, road traffic collisions and poor driving
- Provides extensive advice, guidance, mapping and signposting to other agencies, increasing the accuracy of reporting and reducing unnecessary bureaucracy

- Allows online applications in areas such as firearms licensing and freedom of information requests including, where relevant, online payment
- Provides better information on local policing activities with links to social media

The site is also subject to continuous improvement with added functions and technical improvements. A live chat function is also available which gives improved accessibility to Essex Police, especially to those who are unable to make contact during office hours. It also supports individuals who are unable to or prefer not to use the telephone but still require a live interaction.

[Mandated Unconscious Bias Training](#)

A new online training package has been produced by the Leadership and Development Team regarding Unconscious Bias. Unconscious biases are the underlying attitudes and stereotypes that people unconsciously attribute to another person or group of people that affect how they understand and engage with a person or group.

Monthly updates were circulated to senior leaders with details of completion rates. This training package was mandated for completion by Essex Police's workforce by 30th April 2020. Raising awareness in this area has assisted with attracting, recruiting and retaining a more diverse workforce and community engagement.

[Reverse Mentoring](#)

Several Local Policing Areas and departments have held 'back to the floor' events where Command Team members engage with departments within their policing area to support talent and take part in reverse mentoring, where they are mentored by people from ranks below them. This helps to improve retention rates and allows the Command Team to get a feel for how others in the force feel and the challenges being faced.

[Challenging Stereotypes and Under-representation](#)

Several areas within the force have held events and workstreams relating to under-representation in specific departments and challenging stereotypes linked to this. Work has taken place in departments such as Forensics, Operational Policing Command and Transport Services to break these stereotypes and provide people with people a taste of the type of roles available and what they involve.

Examples of some of the work that has taken place around this include:

- Myth busting events – in areas such as Firearms and the Dog Unit
- Buddy scheme – for internal officers interested in joining Firearms
- Attachments to departments to obtain experience of what the roles entail
- Open day and opportunities for staff and officers to review the Serious Collision Investigation Unit
- Online question and answer events where officers could speak to members of specialist teams for advice and information on specialist roles

Identifying Vulnerability

The Resolution Centre reviewed its approach to identifying vulnerability, and as a result further continuous professional development has been put in place for staff within the Resolution Centre. The Force applies the THRIVE risk assessment tool. It stands for Threat, Harm, Risk, Investigation Opportunities, Vulnerability of the victim and the Engagement level required to resolve the issue. The elements are used to assign a priority level to an incident.

Complaints System Updates

Historically when members of the public submit a complaint to the Force, information on their protected characteristics have not always been available. This information is essential to identifying where there may be issues arising from people with a particular protected characteristic so that these can be further researched to ensure no groups are impacted adversely. Changes have now been made to the complaints system which allow the complainant to break down their complaint to capture other diversity considerations. As a result of this richer diversity information is provided by the complainant, as you will be able to see from the public complaints section of this report.

Staff Survey

Collaborative research work is being undertaken with Durham University linking in the staff survey results and starting to look at how change can be achieved through embedding inclusive cultures in the organisation. It also includes exploring race bias and achieving inclusivity, improving gender equality and eliminating sexual harassment in the workplace.

Work on Emergency Messaging

Work is underway by the Contact Management Command and the IT Department to introduce a new platform which allows emergency messaging to be passed to the Force Control Room through a platform,

other than via a telephone call, for example through social media. This project is in the scoping stage but is planned to be implemented by June 2021 to be compliant with an EU directive to all emergency control rooms to deliver this aspiration.

Force Control Room Reviews of Call Handling

A programme was introduced to welcome Strategic Independent Advisory Group members into the Force Control Room for an orientation visit and to listen to call handling. Members are then able to give their feedback from what they've experienced following the visit, which is managed by the Chief Inspector of the Force Control Room.

All line managers also conduct a dip check review of public call handling, which are audited and scrutinised in the weekly performance meeting and through 1-2-1 staff meetings.

Access to all

Criminal Justice and Custody have introduced practices to make services accessible for all, whether that involves provisions for female detainees, to searching transgender individuals to an early warning system for parents/guardians of juveniles who are due to receive a postal requisition.

Age

Essex Police Volunteer Cadet Scheme

Essex Police has 13 Volunteer Police Cadet Units based in Basildon, Braintree, Brentwood, Castle Point and Rochford, Chelmsford and Maldon, Clacton, Colchester, Epping Forest, Harlow, Harwich, Southend, Thurrock and Uttlesford. The Volunteer Police Cadet Scheme is a uniformed voluntary youth organisation, supported by the police, and open to young people aged 13 -18 from across the UK's diverse communities, irrespective of their background or financial circumstances, and including those vulnerable to crime or social exclusion. More information about the Volunteer Police Cadets can be found here

<https://www.essex.police.uk/police-forces/essex-police/areas/essex-police/ca/careers/volunteers/cadets/>

Disability

Accessibility & Translated Information

Essex Police continue to use a translation company to translate documents, phone calls and provide translation services during face-to-face interactions. This ensures that people who do not speak English as their first language, are still able to access our services. The data collated monthly from these translations also helps us to ensure that when we publish documents, that we can get translations in the most commonly spoken languages in our communities.

Essex Police have a list of officers, staff and specials who speak languages other than English, as well as cultural knowledge of different communities and countries, who have volunteered to support with translations and cultural information. Their support is used mainly when initial translations are required during a crime investigation, as well as for crime reduction (for example translated guidance). This is in addition to their main role within Essex Police.

Several Customer Contact Administrators (CCA's) have also received training in the use of sign language during the past year. This was introduced to facilitate communication with Deaf communities.

Mental Health Awareness

The Crime and Public Protection Command deal with areas which can affect officers and staff mental health. Several types of support are in place which includes support from Occupational Health & Welfare Advisers via Health Services which includes psychological support in the form of counselling, workplace adjustments to considering deployment to other roles. In addition, Essex Police has committed to the Employee Assistance programme which offers 24-hour support via a dedicated helpline to the entire workforce and their immediate family. Other practical ideas which have been introduced include walking working groups whereby members of teams can exercise while also talking through their issues and concerns outside of the office environment. Mental Health buffets have also been arranged to raise awareness and to get officers and staff talking about their mental health. Training has also been received by specific departments by mental health organisations which also help to raise awareness on mental health issues and the support available.

On 6th February 2020 the Force promoted Time to Talk Day. This is a run by Time to Change and is a day when everyone is encouraged to have a conversation about mental health. The day was promoted on the Essex Police intranet news page and departments held their own events to make the day. These included

lunch and learn events, where people could spend their lunch break learning more about mental health, where to go for support and how to support others, and a pledge board for members of the team to pledge what they were going to do to support mental health.

[Absence Management Review](#)

In Contact Management a peer review was undertaken by the Performance Improvement Unit regarding the management of absenteeism and dealing with staff with disabilities. From this review, recommendations were identified on the quality of manager interactions and these have now been included in the Command's Attendance Management Improvement Plan.

[Neuro-Diversity Awareness](#)

From 16th – 20th March 2020, the Disability Network ran a week-long series of Connexion articles with personal stories from Essex Police officers and staff who have a neurodiverse condition or who support or care for relatives or friends. It was encouraging to see people bringing their whole self to work in this way, sharing the joys and challenges of having ADHD, Autism, OCD, Dyscalculia, Dyslexia and other conditions.

[International Day of People with Disabilities](#)

The 3rd December each year marks International Day of People with Disabilities. This is an awareness day introduced by the United Nations. As part of this day, the Disability Network, set up a stall at Essex Police College and welcomed officers and staff to drop by to find out more about the support available from the network. This was well received and had many officers and staff dropping in during their breaks.

[Alternative Contact Methods](#)

The Public Engagement Team reviewed methods of contact for the deaf/hard of hearing. The old minicom system was replaced with the NGT (Next Generational Text-Relay Service) non-emergency number making contact easier. The Force contact page has been updated to include this information on the front page.

Work is also on-going to look at other ways in which people can contact Essex Police such as a Video Interpreting Service to enable a deaf/hard of hearing person to have two-way communication with any person within the Force.

Essex Police Museum Accessibility

The Public Engagement Team are working with partners to improve accessibility to Essex Police Museum for various communities such as; dementia, sensory impaired, physically disabled. This will enable access to all.

Review and Guidance for Force Control Room Staff Around Mental Health Issues

Revisions have been made to guidance for staff in the Force Control Room regarding managing calls from people with Mental Health Issues. This is to ensure staff have the most up to date information to support them in dealing with calls.

Workplace Adjustments

To support the Force with guidance and signposting on workplace adjustments (previously known as reasonable adjustments) an intranet site has been launched. This page gives details of the processes to identify and arrange workplace adjustments, support available and contacts.

Sensory Awareness

Essex Police joined the Essex Sensory Action Alliance which launched on 26th November 2019. The Sensory Action Alliance works to improve the lives of those with sight and/or hearing loss in Essex. Members work together to share expertise and support providers to become more accessible. Further details can be found at <https://www.essexalliance.co.uk/sensory-action-alliance/>

Information Sharing of Personal Experience

The Criminal Justice Department have worked with members of staff who have neurodiverse conditions to help raise awareness of neurodiversity, as well as their life and working experiences with the Command Team. This was well received and has been shared with other departments to look at other ways of awareness raising in relation to disabilities.

Gender

Pay Equality

Each year Essex Police publish, separately to this report, an Equality Pay Gap report. The 2020 report is due to be published in Spring 2021 on the Essex Police website -

<https://www.essex.police.uk/foi-ai/essex-police/what-we-spend-and-how-we-spend-it/gender-pay-gap/>

International Women's Day

On 6th March 2020 the Essex Police Women's Development and Leadership Forum (WLDF) ran an event to celebrate International Women's Day in conjunction with staff from other emergency services – Essex County Fire and Rescue Service, East of England Ambulance Service NHS Trust.

The event was attended by Chief Officers and Chief Executives who joined attendees throughout the day. Several guest speakers presented at the event and workshops were held covering topics such as HeForShe and how male advocates and gender solidarity is progressing within policing, breast cancer awareness and experiences of women in progressing in the emergency services. The event was an amazing opportunity for collaborative working across the services and received positive feedback from attendees.

Female Detainee Programme

Criminal Justice Command have been involved in a detainee programme which looks at females detained in custody, including providing them with a female member of staff while they are in custody. This programme seeks to understand the triggers involved for females who offend and tactics to stop reoffending.

Maternity/Pregnancy

Support for parents

Job share schemes have been introduced including for senior roles following maternity and paternity support leave. This has allowed the staff members to come back to work after maternity and paternity support leave and remain in their role while sharing it with another member of staff. This has supported the staff member and at the same time the department.

Maternity Drop-In Sessions

Maternity drop-in sessions were introduced in force where officers and staff can discuss issues that impact on them either during maternity leave or since returning to work. Some learning has been identified during these events and Operational HR have taken this forward to explore further.

Race/Nationality

Specials Recruitment - 'My Other Life'

As part of the Special Constable recruitment campaign 'My other life', focus has included working with staff networks such as the Minority Ethnic Support Association and the Women's leadership & Development Forum. Positive action includes bespoke social media campaigns focusing on protected characteristics such as age, sex and race. The Media Team publicised events such as when Special Constables became sworn in as an attested Officers. This has highlighted opportunities for people who speak different language and demonstrates how skills can be transferred and difference valued. Other support in place was recruitment information events to dispel myths and showcase officers' journeys and then offering support via buddy schemes throughout the recruitment phases. This has helped to reach diverse communities in Essex and encourage applications from people with different skills.

Religion/Belief

Faith Rooms

Faith Rooms were identified internally around the force and work has started on making them all to the same suitable standards. Faith room facilities provide a quiet and private place for staff for the designated purposes of prayer, contemplation and quiet reflection.

The opportunity for space, quiet, retreat and refuge may help many in managing life, health, wellbeing and the working day. During a traumatic event, such as bereavement, these spaces can be useful places of calm recollection. Users for whom religion may be of no obvious significance are equally welcome.

Sexual Orientation and Transgender communities

Attendance and Support at Pride Events

Representatives from Essex Police attended several Pride events in Essex including Essex Pride, Colchester Pride and Southend Pride. Members of Essex Police were in attendance to talk about any concern's attendees had, and to provide information on joining Essex Police. The Force were also represented at the National LGBT Police Conference in August 2019 and provided operational support from the Special Constabulary at Pride Cymru's Big Weekend the same weekend.

Performance Information

The 2011 census figures show a Black, Asian and Minority Ethnic (BAME) resident population in Essex of 6.8% (Essex County 5.7%, Thurrock 14.1%, and Southend 8.4%). In addition to bordering London, Essex has a high (but unmeasured) transient population, travelling through the county to use our ports as well as for social and employment purposes e.g. Stansted Airport approximately 28 million¹ passengers, and Southend Airport approximately 1.5 million² passengers during 2018.

Please note: Ethnicity is Officer defined. This applies to all the tables below where ethnicity is stated.

Officer defined ethnicity is used to provide better data completeness. In a proportion of cases, ethnicity is not recorded. These non-recorded volumes are excluded where ethnicity is detailed.

The data within this report are from crimes committed / interventions within the Essex Police Force area and may therefore include a small number of non-Essex residents.

A) Hate Crime

Type of Hate Crime	Cases reported 2018/19	Cases reported 2019/20	Difference 2019/20 vs 2018/19	Solved Outcomes 2018/19 ³	Solved Outcomes 2019/20 ³	Difference 2019/20 vs 2018/19
Race	1,718	1,875	+157	253	241	-12
Disability	336	415	+79	26	17	-9
Homophobic	308	434	+126	56	59	+3
Religion	141	140	-1	12	18	+6
Trans	74	73	-1	8	6	-2
Total	2,577	2,937	+360	355	341	-14

¹ <https://mediacentre.stanstedairport.com/record-breaking-year-at-london-stansted-as-passenger-growth-takes-off/>

² <https://www.stobartgroup.co.uk/wp-content/uploads/2019/05/Year-End-Results-Presentation-2019-Final-Amended-Jun19-v2.pdf>

³ Solved Outcomes: **1**-Charged or Summoned/Postal Requisition; **1A**-Charged or Summoned/Postal Requisition (alternate offence) ; **2**-Youth Caution; **2A**-Caution Youth (alternate offence); **3**-Adult Caution; **3A**-Caution Adult (alternate offence); **4**-Taken into consideration (TICs); **6**-Penalty Notice for Disorder (PND); **7**-Cannabis Warning; **8**-Community Resolution (with or without Restorative Justice)

There has been an increase in reporting for most types of Hate Crime between 2018/19 and 2019/20 except from religious and transgender hate crime which have remained broadly stable year on year. The greatest percentage increase in cases being reported has been those of a homophobic nature.

Homophobic hate crime has increased by 40.9% and while the volume of solved outcomes has increased the percentage solved has decreased from 18.2% to 13.6%. The greatest numerical increase in cases being reported has been those of a racial nature. Racial hate crime has increased by 157 crimes (+9.1%) with the percentage of those crimes solved decreasing from 14.7% to 12.9%.

There has been a decrease in solved outcomes for most types of hate crime between 2018/19 and 2019/20 except from homophobic and religious hate crime solved outcomes. Homophobic hate crime saw 3 more solved outcomes (+5.4%) with religious hate crime seeing 6 more solved outcomes (+50%) between 2018/19 and 2019/20.

While many of these increases are attributable to improved crime data accuracy, increases are also driven by terrorist events and the polarisation of views concerning the EU Exit referendum result. There continues to be a focus on setting up Hate Incident Reporting Centres (HIRCs), with 60 currently operating county wide with 850 trained volunteers. This has increased visibility of these crimes as well as enabling people to report them more easily. The network has facilitated the reporting of 81 hate crimes which would otherwise have not come to the attention of Essex police. The Strategic Hate Crime Partnership have conducted a review of the county's Hate Crime Strategy and agreed a new Hate Crime Action Plan for 2020/21. This will focus on partnership working, victim welfare, increasing public awareness, removing barriers and ensuring minority communities are able to obtain justice.

B) Racially Aggravated Crime

Victim	2018/19 Total	2019/20 Total	Difference 2019/20 vs 2018/19
Black, Asian and Minority Ethnic	775	810	+35
White	475	514	+39
Total exc not recorded	1,250	1,324	+74

NB Data where ethnicity not recorded excluded.

Racially aggravated crime accounts for 64% of all Hate Crime, of this (and where ethnicity was recorded), 61.2% of Victims were BAME.

Racially aggravated crime volumes where ethnicity was recorded increased 5.9% between 2018/19 and 2019/20, a much lower percentage increase than was the case between 2017/18 and 2018/19 (11.9%). Improvements in crime data accuracy, the roll out of Hate Incident Reporting Centres and national events will again have contributed to the numbers of crimes reported between 2017/18 and 2019/20.

C) Racially Aggravated Incidents

Racially aggravated incidents are recorded events in which the offender shows, or is driven by, racial hostility but a recordable crime has not been committed.

Victim	2018/19 Total	2019/20 Total	Difference 2019/20 vs 2018/19
Black, Asian and Minority Ethnic	110	82	-28
White	92	61	-31
Total	202	143	-59

NB Data where ethnicity not recorded excluded.

When the Ethnicity of the victim is recorded, the share of racially aggravated incidents has increased for BAME offenders and decreased for White offenders between 2018/19 and 2019/20.

For crime data accuracy it is important to focus on ensuring the police are correctly identifying crimes and therefore recording ethnicity correctly.

D) Stop and Search

	2018/19 Total (Share)	2019/20 Total (Share)	Difference 2019/20 vs 2018/19
White	6,560 (79.9%)	15,680 (81.4%)	+9,120 (+1.5%)
Black, Asian and Minority Ethnic	1,646 (20.1%)	3,577 (18.6%)	+1,931 (-1.5%)
White arrest	793 (12.1%)	1,567 (10.0%)	+774 (-2.1%)
Black, Asian and Minority Ethnic arrest	244 (14.8%)	418 (11.7%)	+174 (-3.1%)

NB Data where ethnicity not recorded excluded.

As a result of the increased focus on Stop and Search through proactive police work such as Operation SCEPTRE, the national knife crime initiative, there has been a significant increase in the volumes of Stop and Search. Volumes between 2018/19 and 2019/20 increased over 139% on top of the 165% increase seen between 2017/18 and 2018/19. While the volume for each ethnic group increased, the proportion of BAME Stop and Searches fell from 18.3% to 17.2%.

The percentage of BAME Stops and Searches that resulted in an arrest has decreased from 14.8% to 11.7%.

The overall Stop and Search arrest rate has fallen from 12.6% to 10.3%

E) Arrests

Arrests data (recordable crime)

	2018/19 Total	2019/20 Total	Difference 2019/20 vs 2018/19
White	21,703	21,957	+254
Black, Asian and Minority Ethnic	2,827	2,899	+72

NB Data where ethnicity not recorded excluded.

Although there has been a significant increase in Stop and Search volumes, there has been minimal change in Arrest volumes which were up 1.3% (+326) between 2018/19 and 2019/20 where ethnicity was recorded. The volume of BAME arrests increased by 2.5% (+72) compared to a rise of 1.2% (+254) for White suspects.

Arrests data (recordable crime)

	2018/19 Total	2019/20 Total	Difference 2019/20 vs 2018/19
Male	21,171	21,363	+191
Female	3,655	3,823	+168

The proportion of male offenders arrested has remained consistent year on year at 84.8%.

F) Sexual Offences

Sexual Offences Victims	Recorded 2018/19	Recorded 2019/20	Difference 2019/20 vs 2018/19	Solved Outcomes 2018/19	Solved Outcomes 2019/20	Difference 2019/20 vs 2018/19
Female	3,407	4,013	606	147	238	91
Male	578	638	60	38	45	7
Gender not recorded	78	70	-8	3	10	7
Total	4,063	4,721	+658	188	293	+105

Volumes of Sexual Offences have increased significantly over time, in part, as a result of improved crime reporting. Overall there was a 16.2% increase (+658) in serious sexual offences reported between 2018/19 and 2019/20. There has however been an increase in solved outcomes which increased 55.9% (+105) between 2018/19 and 2019/20 with the percentage of those crimes solved increasing from 4.6% to 6.2%

G) Community Resolutions

A Community Resolution enables minor crimes or anti-social behaviour to be dealt with swiftly and with the support of the victim. Appropriate use has been shown to be effective in reducing re-offending whilst empowering the victim and increasing satisfaction levels.

Offenders disposed of by Community Resolution	1 st Quarter 19/20	2 nd Quarter 19/20	3 rd Quarter 19/20	4 th Quarter 19/20	2019/2020 Total
White Offenders	1,030	1,295	1,341	1,402	15,107
Black, Asian and Minority Ethnic Offenders	117	154	160	213	1,703

NB Data where ethnicity not recorded excluded.

Volumes of Community Resolutions have increased 5.9% (+312) between 2018/19 and 2019/20. A large increase in BAME offender community resolutions has been seen (21.3%, +113) meaning that 11.3% of total community resolutions were issued to those of BAME ethnicity (where ethnicity was recorded).

H) Domestic Abuse stats for 2019/20

	Recorded 2018/19	Recorded 2019/20	Difference 2019/20 vs 2018/19
Female	30,206	30,901	695
Male	9,869	10,768	899
Not Recorded	303	403	100
Total	40,378	42,072	+1,694

Please note that the above figures include multiple incidents against the same victim.

The total volume of incidents has increased 4.2% (+1,694) between 2018/19 and 2019/20. Increases in the volume of Domestic Abuse incidents can, in part, be attributed to the increase seen in Stalking and Harassment following changes to Home Office Counting Rules (HOCR) in April 2018, as well as better Crime Data Accuracy (CDA). Females account for 73% of all Domestic Abuse victims however the volume of male victims has increased 9.1% between 2018/19 and 2019/20, compared to 2.3% for female victims.

I) Honour Based Crimes

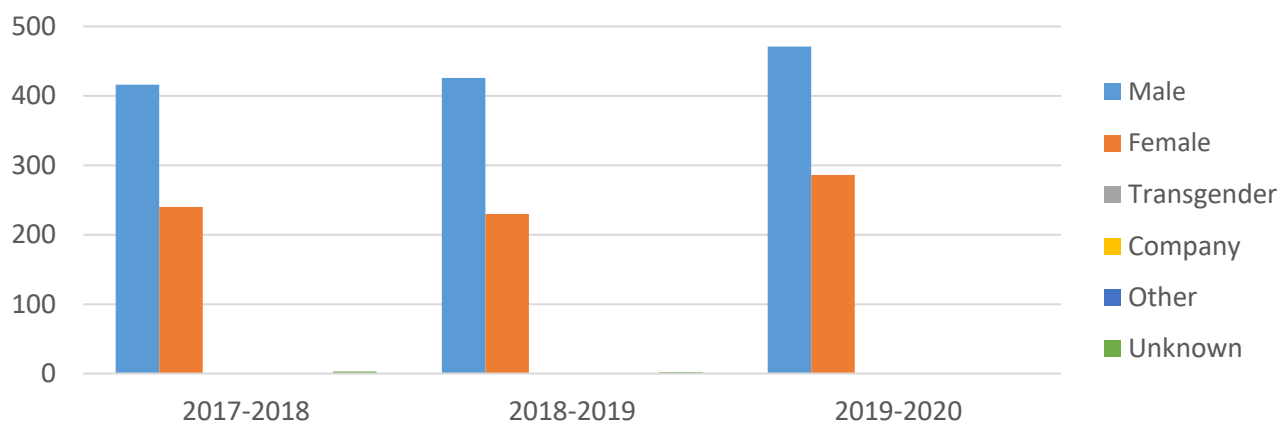
21 incidents were recorded as Honour Based Crimes during 2018/19. No further details can be identified in this report due to the confidentiality of system searches. There has been a reduction compared to 2018/19 when 35 incidents were recorded (fall of 40.0%, -14).

J) Public Complaints 2019/20:

Between 1 April 2019 and 31 March 2020 Essex Police recorded 2190 allegations from 757 complainants (including companies.) Complaints vary from the standards expected to alleged assault; they can involve more than one person per complaint or cover more than one characteristic **therefore the total for each table may not add up to the total number of complaints.**

Gender	2017 - 2018	2018 - 2019	2019 - 2020
Male	416	426	471
Female	240	230	286
Transgender	1		
Company			
Other		1	
Unknown	3	2	

Complainant Gender

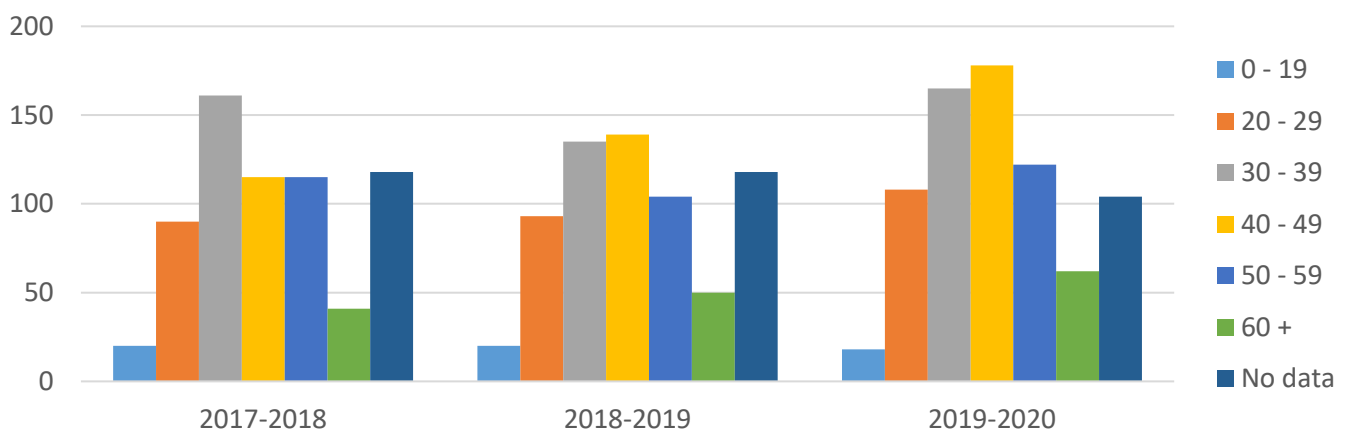


Between 2017-18 and 2018-19 there was an increase in complaints from male complainants by 2.4%. This has further increased in 2019 – 20 by 10.6%. The majority of complaints over the last three years shown have been from male complainants.

Whilst the number of female complainants fell in 2018-2019 when compared to the previous year, there was an increase in 2019-20 of 24% on the 2018-19 period.

Age	2017 - 2018	2018 - 2019	2019 - 2020
0 – 19	20	20	18
20 – 29	90	93	108
30 – 39	161	135	165
40 – 49	115	139	178
50 – 59	115	104	122
60 +	41	50	62
No data	118	118	104

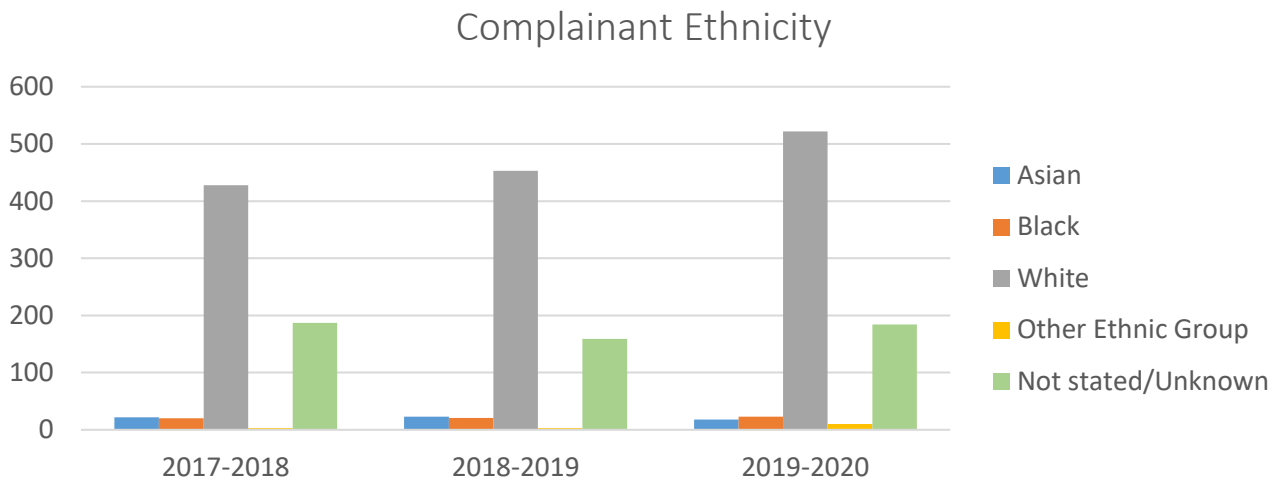
Complainant Age



Between 2017-18 and 2018-19 the biggest increase in complaints came from those aged 60+, increasing from 2017-18 to 2018-19 by 22.0%. This trend continued in 2019-20 with an increase of 24% on the previous year. The largest percentage of complaints in 2018-19 and 2019-20 came from those aged 40-49 (21% and 28% respectively).

Ethnicity	2017 - 2018	2018 - 2019	2019 - 2020
Asian	22	23	18
Black	20	21	23
White	428	453	522
Other Ethnic Group	3	3	10
Not stated/Unknown	187	159	184

The majority of complaints over the last two years (2017-2020) have been from white complainants. The biggest increase has been in complaints from white complainants also. This has increased by 15.2%.

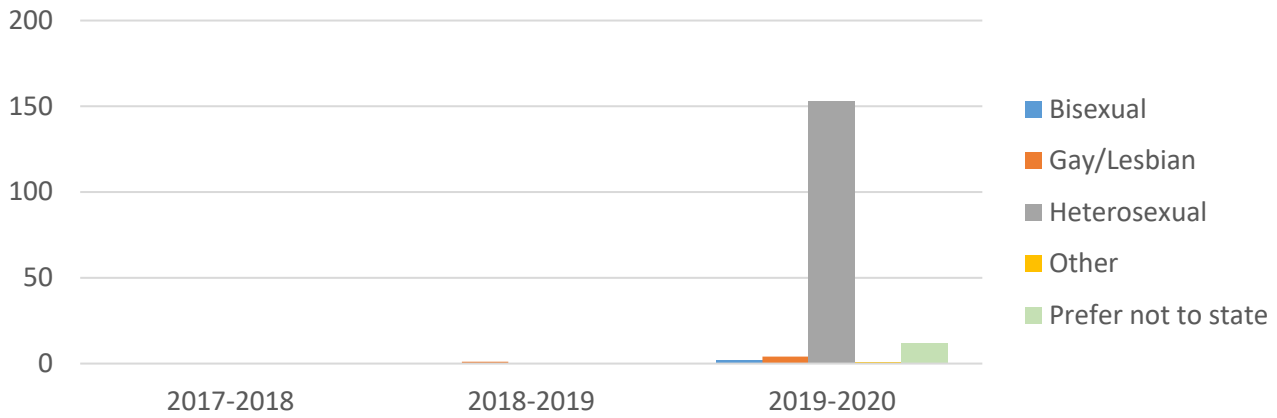


Most of the complaint allegations Essex Police record are made by email, letter, webpage and complaints passed to the force by the Independent Office for Police Conduct. In these cases, the details regarding protected characteristics are often not available. The national figure for unknown ethnicity published by the Independent Office for Police Conduct in their current annual report was 43%. This covers the period 2017/18.

The below tables show compliant sexual orientation, disability and religion/belief. In previous years limited data was provided by complainants on these protected characteristics, however in 2019-2020 there was an increase in this information being provided.

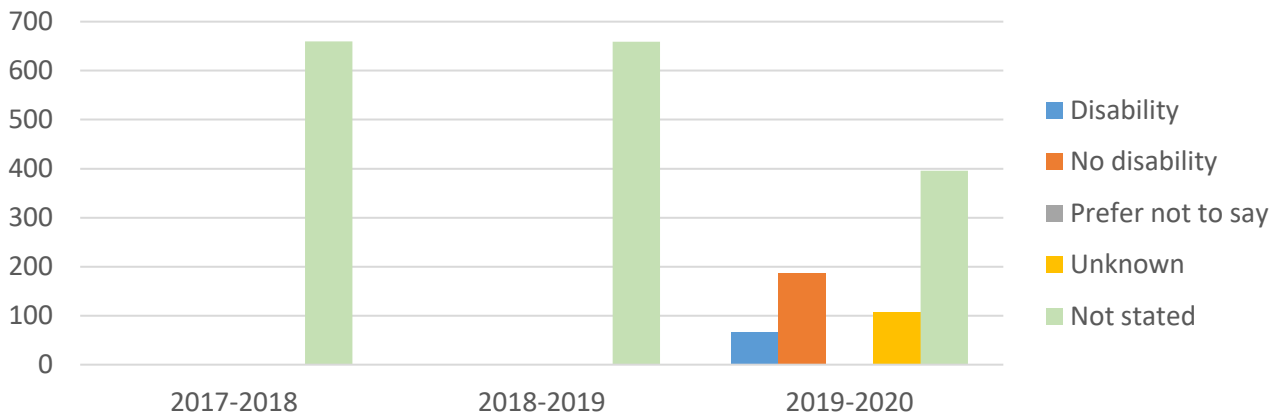
Sexual Orientation	2017 - 2018	2018 - 2019	2019 - 2020
Bisexual			2
Gay/Lesbian		1	4
Heterosexual			153
Other			1
Prefer not to say			12
Unknown			191
Not stated	660	658	394

Complainant Sexual Orientation

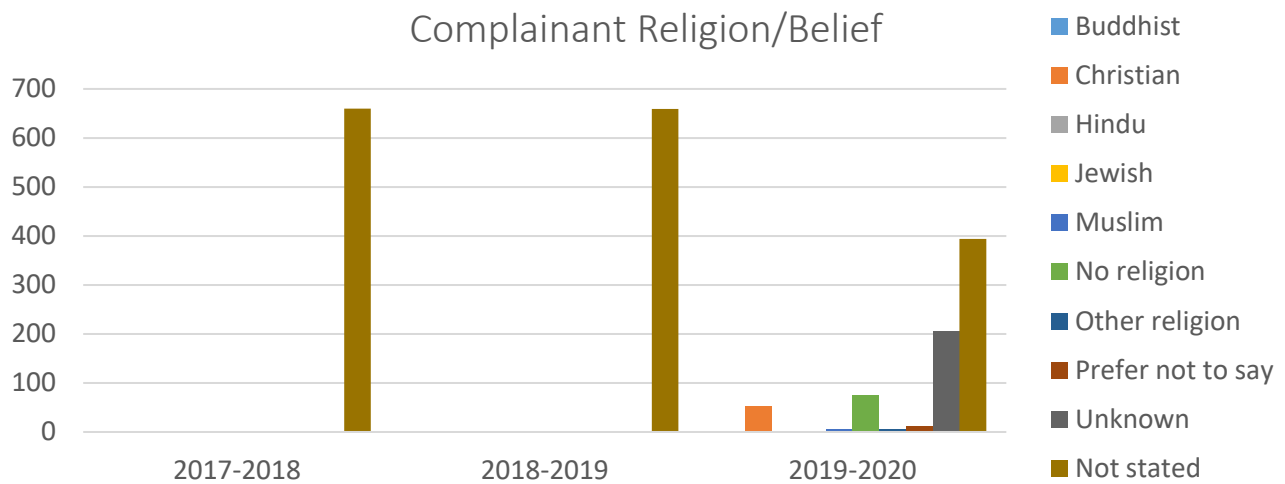


Disability	2017 - 2018	2018 - 2019	2019 - 2020
Disability			66
No disability			186
Prefer not to say			1
Unknown			108
Not stated	660	659	396

Complainant Disability



Religion/Belief	2017 - 2018	2018 - 2019	2019 - 2020
Buddhist			2
Christian			53
Hindu			2
Jewish			2
Muslim			6
No religion			75
Other religion			6
Prefer not to say			12
Unknown			205
Not stated	660	659	394



Essex Police: Workforce Distribution⁴

(Data as at 31 March 2020)

Figures provided for workforce distribution do not include those on secondment or career break. To adhere to good practice issued for equality monitoring by the Equality and Human Rights Commission, to ensure that members of the workforce cannot be identified, where there are 10 or less people, we have used ≤ 10 (meaning less or equal to 10). **Figures given are headcount.**

Workforce by Gender (as at 31 March 2020)

	Female	Male	Total	% Female	
				31.03.2019	31.03.2020
Police Officer	1150	2224	3374	32.88%	34.08%
Police Staff	1477	795	2272	64.84%	65.01%
PCSO⁵	66	54	120	51.28%	55.00%
Special Constable	167	354	521	29.40%	32.05%
Total	2860	3427	6287	44.70%	45.49%

Overall the total force female proportion has increased from 44.70% as at 31 March 2019 to 45.49% as at 31 March 2020, which is a 0.79 percentage point increase. All employee groups have seen an increase in the female %, Officers have increased by 1.20%, Staff by 0.17%, PCSOs by 3.72% and Specials by 2.65.

⁴ Figures for the workforce are for Essex employees only and do not include Kent employees who are working in collaborative roles, these will be included in the Kent Police Statutory Duty Report, published on the Kent Police website www.kent.police.uk

⁵ PCSO – Police Community Support Officer

Workforce by Age (as at 31 March 2020)

	25 & under	26 – 40	41 – 55	Over 55	Total
Police Officer	561	1678	1095	40	3374
Police Staff	179	748	813	532	2272
PCSO	≤10	40	46	25	120
Special Constable	173	227	102	19	521
Total	922	2693	2056	616	6287
% as at 31.03.2019	13.74%	43.04%	33.78%	9.44%	
% as at 31.03.2020	14.67%	42.83%	32.70%	9.80%	

There has been a marginal change in the % of employees within each age bracket when compared to the same period in 2019. Employees ages 25 & under has increased by 0.93%, those aged 26-40 have decreased by 0.21%, those aged 41-55 have decreased by 1.08% and those aged 55 and over have increased by 0.36%.

Workforce by Ethnicity (as at 31 March 2020)

	White	Black, Asian and Minority Ethnic	Not Stated	Total	% Black, Asian and Minority Ethnic	
					31.03.2019	31.03.2020
Police Officer	3211	107	56	3374	2.60%	3.17%
Police Staff	2168	85	19	2272	3.62%	3.74%
PCSO	113	≤10	≤10	120	2.56%	2.50%
Special Constable	481	36	≤10	521	7.16%	6.91%
Total	5973	231	83	6287	3.37%	3.67%

There has been an increase in the number of the workforce who are BAME over all role types since 2019, increasing from 3.37% to 3.67%. The largest increase has been in Officers who have increased from 2.60 to 3.17%.

Workforce with a Disability (as at 31 March 2020)

	Police Officer	Police Staff	PCSO	Special Constable	Total
Yes	132	164	≤10	≤10	306
No	680	601	13	131	1425
Prefer not to say	12	20	0	≤10	33
Declined to state	2550	1487	100	386	4523
Total	3374	2272	120	521	6287
% of workforce with a disability as at 31.03.2019	4.06%	7.11%	4.27%	0.58%	4.89%
% of workforce with a disability as at 31.03.2020	3.91%	7.22%	5.83%	0.58%	4.87%

As at 31 March 2020 the headcount of Officers who have declared a disability has increased from 128 to 132, however due to an increase in the overall officer headcount, the % of those who have declared a disability has decreased by 0.15% from 4.06% to 3.91%. The headcount of Staff who have declared a disability has increased from 157 to 164 which is an increase of 0.11% (7.11% to 7.22%). The number of PCSOs declaring they have a disability has increased from 5 to 7 which is an increase of 1.56%. Specials have remained static when comparing the data from 31 March 2019 with the headcount of those declaring a disability remaining at 3.

Declaring whether you have a disability is not mandatory and those that have not completed this field are shown in the declined to state option in the table above.

In terms of those updating the disability field, as at 31 March 2020 for the combined total of employees there has been a decrease of 3.80% which is a headcount reduction of 146 when compared to 31 March 2019. Officers has seen a decrease of 2.94% (from 863 to 824), Staff has had a decrease of 2.33% (from 814 to 785), PCSOs increased by 2.99% (headcount increase from 16 to 20), Specials decreased by 16.06% (from 217 to 135).

Workforce by Sexual Orientation (as at 31 March 2020)

	Police Officer	Police Staff	PCSO	Special Constable	Total	% of Grand Total
Bisexual	42	15	≤10	≤10	65	1.03%
Gay/Lesbian	65	40	≤10	17	125	1.99%
Heterosexual	1638	1113	52	352	3155	
Prefer not to say	67	39	≤10	15	123	
Declined to state	1562	1065	62	130	2819	
Total	3374	2272	120	521	6287	
% Gay, Lesbian or Bisexual as at 31.03.2019	2.60%	1.72%	3.42%	5.80%	2.57%	
% Gay, Lesbian or Bisexual as at 31.03.2020	3.17%	2.42%	3.33%	4.61%	3.02%	

The total number of the workforce declaring their sexual orientation as gay, lesbian or bisexual has increased by 0.45% (from 154 as at 31 March 2019 to 187 as at 31 March 2020).

Workforce by Religion/Belief (as at 31 March 2020)

	Police Officer	Police Staff	PCSO	Special Constable	Total	% 31.03.19	% 31.03.20
Buddhist	≤10	≤10	0	≤10	13	0.18%	0.21%
Christian	548	499	21	136	1204	17.30%	19.15%
Hindu	≤10	≤10	0	≤10	≤10	0.12%	0.16%
Jewish	12	≤10	≤10	0	18	0.28%	0.29%
Muslim	34	14	≤10	≤10	53	0.98%	0.84%
Sikh	≤10	≤10	0	0	≤10	0.08%	0.06%
None	1009	524	24	204	1761	22.20%	28.01%
Other	47	35	≤10	≤10	97	1.33%	1.54%
Prefer not to say	70	54	≤10	12	137	1.95%	2.18%
Declined to State	1639	1133	66	152	2990	55.56%	47.56%
Total	3374	2272	120	521	6287		

There has been an 8.00% decrease in the percentage of the workforce declining to state their religion/belief. The largest percentage of the workforce who gave their religion/belief information advised us that they have no religion or belief, this has increased by 5.81% since 2019, from 1331 members of the workforce to 1761.

Distribution of Workforce by Rank*/Grade as at 31 March 2020

*Officers who are temporary in rank are counted at that rank

Police Officers	Total	% Male	% Female	% Black, Asian and Minority Ethnic	% Part-time
Chief Officer	≤10	60.00%	40.00%	0.00%	0.00%
Chief Superintendent	≤10	88.89%	11.11%	0.00%	0.00%
Superintendent	25	80.00%	20.00%	0.00%	0.00%
Chief Inspector	43	74.42%	25.58%	2.33%	0.00%
Inspector	128	75.00%	25.00%	3.13%	1.56%
Sergeant	448	73.66%	26.34%	1.56%	6.25%
Constable	2716	63.88%	36.12%	3.50%	9.06%
Total	3374	65.92%	34.08%	3.17%	8.18%

Police Staff	Total	% Male	% Female	% Black, Asian and Minority Ethnic	% Part-time
Chief Officer	≤10	0.00%	100.00%	0.00%	0.00%
Senior Police Staff	21	66.67%	33.33%	0.00%	0.00%
Principle Officer 1 to 6	299	53.85%	46.15%	3.68%	13.71%
Scale 5 to Senior Officer 2	1033	35.72%	64.28%	3.58%	24.88%
Scale 1 to 4	918	27.34%	72.66%	4.03%	35.95%
Total	2272	34.99%	65.01%	3.74%	27.64%

PCSO	Total	% Male	% Female	% Black, Asian and Minority Ethnic	% Part-time
PCSO	120	45.00%	55.00%	2.50%	27.50%

Special Constabulary	Total	% Male	% Female	% Black, Asian and Minority Ethnic	% Part-time
Specials	521	67.95%	32.05%	6.91%	Not applicable

Return to Work Rates following Maternity Leave

(Based on periods covering 1 April 2019 – 31 March 2020)

	Police Staff	PCSO	Police Officers
On maternity leave as at 31 March 2020	35	≤10	38
Took maternity leave during 2019/20 This is the number of instances of maternity leave. Individuals are counted more than once if they have had multiple instances of maternity leave within the reporting period.	74	≤10	70
Due to return from maternity leave during 2019/2020	39	≤10	32
Individuals who left while on maternity leave	0	0	0
Individuals who left within 3 months following return from maternity leave. This includes individuals who took a period of leave following maternity leave and then left the force without returning to their role	≤10	0	0
Individuals who went on career break following maternity leave.	0	0	0

Grievances (1 April 2019 – 31 March 2020)

This data reflects the self-declared status of the individual raising the grievance, not the nature of the grievance.

Gender	Total
Male	21
Female	20
Total	41

Ethnicity (self-declared)	Total
White	37
Black, Asian and Minority Ethnic	≤10
Not Stated	≤10
Total	41

Disability	Total
Yes	≤10
No	≤10
Prefer not to say	≤10
Not Stated	29
Total	41

Sexual Orientation	Total
Bisexual	≤10
Gay/Lesbian	≤10
Heterosexual	14
Prefer not to say	≤10
Declined to state	21
Total	41

Reason for Leaving (1 April 2018 – 31 March 2019)

Reason for Leaving by Rank	Police Officer	Police Staff	PCSO	Specials	Total	2018 – 2019 %	2019 – 2020 %
Death in Service	≤10	≤10	0	0	≤10	0.36%	0.65%
Dismissal (all types)	≤10	≤10	0	0	≤10	2.33%	1.47%
End of Contract	0	≤10	0	0	≤10	0.36%	0.33%
Efficiency	0	0	0	0	0	0.00%	0.00%
Ill Health Retirement	≤10	≤10	0	0	≤10	2.87%	1.31%
Joining Essex Police	0	30	≤10	75	108	10.59%	17.62%
Non-Confirmation of Probation	0	0	0	≤10	≤10	0.54%	0.49%
Redundancy	0	≤10	0	0	≤10	0.90%	0.65%
Resignation	78	114	≤10	82	278	45.60%	45.35%
Retirement	106	31	≤10	≤10	139	22.62%	22.68%
Settlement Agreement	0	≤10	0	0	≤10	0.00%	0.16%
Transfer to Other Force	53	0	0	≤10	56	13.82%	9.14%
TUPE ⁶ Transfer	0	0	0	0	0	0.00%	0.00%
Voluntary Redundancy	0	≤10	0	0	≤10	0.00%	0.16%
Total	247	194	8	164			
% 2018 – 2019	43.09%	35.73%	1.44%	19.75%			
% 2019 - 2020	40.29%	31.65%	1.31%	26.75%			

⁶ Transfer of Undertakings (Protection of Employment) Regulations 2006

Reason for Leaving (1 April 2019 – 31 March 2020)

Reason for Leaving by Gender	Police Officer		Police Staff		PCSO		Specials	
	Female	Male	Female	Male	Female	Male	Female	Male
Death in Service	0	≤10	≤10	≤10	0	0	0	0
Dismissal (all types)	≤10	≤10	≤10	≤10	0	0	0	0
End of Contract	0	0	≤10	0	0	0	0	0
Efficiency	0	0	0	0	0	0	0	0
Ill Health Retirement	≤10	≤10	≤10	≤10	0	0	0	0
Joining Essex Police	0	0	21	≤10	≤10	≤10	27	48
Non-Confirmation of Probation	0	0	0	0	0	0	≤10	≤10
Redundancy	0	0	≤10	≤10	0	0	0	0
Resignation	20	58	80	34	≤10	≤10	29	53
Retirement	27	79	11	20	0	≤10	≤10	0
Settlement Agreement	0	0	0	≤10	0	0	0	0
Transfer to Other Force	11	42	0	0	0	0	≤10	≤10
TUPE ⁷ Transfer	0	0	0	0	0	0	0	0
Voluntary Redundancy	0	0	0	≤10	0	0	0	0
Total	60	187	122	72	≤10	6	59	105
% 2018 – 2019	25.42%		59.30%		87.50%		37.27%	
% 2019 – 2020	24.29%		62.89%		25.00%		35.97%	

⁷ Transfer of Undertakings (Protection of Employment) Regulations 2006

Reason for Leaving (1 April 2019 – 31 March 2020)

Reason for Leaving by Age	Police Officer				Police Staff				PCSO				Specials			
	≤ 25	26 – 40	41 – 55	> 55	≤ 25	26 – 40	41 – 55	> 55	≤ 25	26 – 40	41 – 55	> 55	≤ 25	26 – 40	41 – 55	> 55
Death in Service	0	≤10	≤10	0	0	0	0	≤10	0	0	0	0	0	0	0	0
Dismissal (all types)	0	≤10	≤10	0	0	≤10	≤10	≤10	0	0	0	0	0	0	0	0
End of Contract	0	0	0	0	0	≤10	≤10	0	0	0	0	0	0	0	0	0
Efficiency	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ill Health Retirement	0	0	≤10	0	0	0	≤10	≤10	0	0	0	0	0	0	0	0
Joining Essex Police	0	0	0	0	13	14	≤10	0	≤10	≤10	≤10	0	51	24	0	0
Non-Confirmation of Probation	0	0	0	0	0	0	0	0	0	0	0	0	≤10	≤10	0	0
Redundancy	0	0	0	0	0	0	≤10	≤10	0	0	0	0	0	0	0	0
Resignation	26	33	19	0	16	54	30	14	≤10	≤10	0	≤10	31	42	≤10	≤10
Retirement	0	0	95	11	0	0	0	31	0	0	0	≤10	0	0	≤10	0
Settlement Agreement	0	0	0	0	0	0	0	≤10	0	0	0	0	0	0	0	0
Transfer to Other Force	≤10	34	16	0	0	0	0	0	0	0	0	0	≤10	0	0	0
TUPE ⁸ Transfer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntary Redundancy	0	0	0	0	0	0	0	≤10	0	0	0	0	0	0	0	0
Total	29	71	136	11	29	71	41	53	≤10	≤10	≤10	≤10	87	67	6	≤10

	≤ 25	26 – 40	41 – 55	> 55
Total (2018-19) %	20.83%	32.32%	33.57%	13.29%
Total (2019-20) %	24.14%	34.42%	30.02%	11.42%

⁸ Transfer of Undertakings (Protection of Employment) Regulations 2006

Reason for Leaving (1 April 2019 – 31 March 2020)

Reason for Leaving by Ethnicity	Police Officer			Police Staff			PCSO			Special Constable			
	White	BAME ⁹	DTS ¹⁰	White	BAME	DTS	White	BAME	DTS	White	BAME	DTS	
Death in Service	≤10	0	0	≤10	0	0	0	0	0	0	0	0	
Dismissal (all types)	≤10	0	≤10	≤10	0	0	0	0	0	0	0	0	
End of Contract	0	0	0	≤10	0	0	0	0	0	0	0	0	
Efficiency	0	0	0	0	0	0	0	0	0	0	0	0	
Ill Health Retirement	≤10	≤10	0	≤10	0	0	0	0	0	0	0	0	
Joining Essex Police	0	0	0	28	≤10	0	≤10	0	0	74	0	≤10	
Non-Confirmation of Probation	0	0	0	0	0	0	0	0	0	≤10	≤10	0	
Redundancy	0	0	0	≤10	≤10	0	0	0	0	0	0	0	
Resignation	70	≤10	≤10	106	≤10	0	≤10	0	0	72	≤10	≤10	
Retirement	105	≤10	0	31	0	0	≤10	0	0	≤10	0	0	
Settlement Agreement	0	0	0	≤10	0	0	0	0	0	0	0	0	
Transfer to Other Force	50	≤10	≤10	0	0	0	0	0	0	≤10	0	0	
TUPE ¹¹ Transfer	0	0	0	0	0	0	0	0	0	0	0	0	
Voluntary Redundancy	0	0	0	≤10	0	0	0	0	0	0	0	0	
Total	233	≤10	≤10	183	11	0	≤10	0	0	152	≤10	≤10	
Total BAME (2018-19)	2.92%					2.51%						0.91%	
Total BAME (2019-20)	2.43%					5.67%						5.49%	

⁹ BAME = Black, Asian and Minority Ethnic

¹⁰ DTS = Declined to State

¹¹ Transfer of Undertakings (Protection of Employment) Regulations 2006

Police Officer Length of Service (as at 31 March 2020)

Service (years)	Rank ¹²													
	Constable		Sergeant		Inspector		Chief Inspector		Superintendent		Chief Superintendent		Chief Officer	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
0 – 4	67	100.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0	0.00%
5 – 9	14	93.33%	≤10	6.67%	0	0.00%	0	0.00%	0	0.00%	0	0	0	0.00%
10 – 14	31	86.11%	≤10	11.11%	≤10	2.78%	0	0.00%	0	0.00%	0	0	0	0.00%
15 – 19	≤10	43.75%	≤10	37.50%	≤10	6.25%	≤10	6.25%	≤10	6.25%	0	0	0	0.00%
20 – 24	11	73.33%	≤10	13.33%	≤10	13.33%	0	0.00%	0	0.00%	0	0	0	0.00%
25 – 29	23	53.49%	12	27.91%	≤10	13.95%	≤10	2.33%	≤10	2.33%	0	0	0	0.00%
30 +	28	50.91%	14	25.45%	≤10	12.73%	≤10	9.09%	0	0.00%	≤10	1.82%	0	0.00%
Total	181		39		17		≤10		≤10		≤10		0	

Police Staff: Length of Service by Grade (as at 31 March 2020)

Staff Pay Grade	Length of Service (years)							Total
	0 – 4	5 – 9	10 – 14	15 – 19	20 – 24	25 – 29	30 +	
Scale 1 to 4	70	10	15	≤10	≤10	0	≤10	104
Scale 5 to Senior Officer 2	31	13	13	≤10	≤10	≤10	≤10	75
Principle Officer 1 to 6	≤10	≤10	≤10	≤10	0	0	0	14
Senior Police Staff	0	0	0	≤10	0	0	0	≤10
Other	0	0	0	0	0	0	0	0
Total	106	26	33	17	≤10	≤10	≤10	194
% of total	54.64%	13.40%	17.01%	8.76%	2.58%	0.52%	3.09%	

Police Community Support Office Pay Grade	Length of Service (years)							Total
	0 – 4	5 – 9	10 – 14	15 – 19	20 – 24	25 – 29	30 +	
PCSO	≤10	≤10	≤10	≤10	0	0	0	≤10
% of total	37.50%	12.50%	37.50%	12.50%	0.00%	0.00%	0.00%	

¹² Ranks include Detective rank, i.e. Constables include Detective Constables.

Police Officer Promotions (1 April 2019 – 31 March 2020)

The figures below relate to officers who have been substantively promoted and Sergeants or Inspectors that have commenced NPPF Step 4 (as temporary under this process), but do not include any other temporary promotions.

Police Officers	Total	% Male	% Female	% Black, Asian and Minority Ethnic
Chief Officer	0	0.00%	0.00%	0.00%
Chief Superintendent	≤10	100.00%	0.00%	0.00%
Superintendent	≤10	62.50%	37.50%	0.00%
Chief Inspector	12	83.33%	16.67%	8.33%
Inspector	15	66.67%	33.33%	6.67%
Sergeant	72	70.83%	29.17%	1.39%
Total	109	71.56%	28.44%	2.75%

The data below shows total numbers of where police staff have transferred to a new role with a higher grade in 2019/20. This includes individuals who moved to a higher grade within the same role (for roles that contain progress through grades depending on competencies and relevant training being completed). It does not exclude temporary moves to a high grade; therefore, individuals may have been promoted more than once in the year, if this is the case, they will only be counted once within these headcounts.

Police Staff	Total	% Male	% Female	% BAME
Total	289	31.83%	68.17%	3.46%

Police Officer Recruitment (1 April 2019 – 31 March 2020)

Between 1 April 2019 to 31 March 2020, Essex Police appointed 465 police officers (including transferees and re-joiners), of which 31 (6.67%) were BAME. This is an increase of 1.76% BAME officers who joined in comparison to 1 April 2018 to 31 March 2019, when 346 police officers were appointed, of which 17 (4.91%) were BAME.