

Ian Drysdale, Director of HR says:



As the Director of HR, I am proud of our workforce and committed to supporting, developing and valuing our staff, volunteers and officers.

The work undertaken by the Diversity & HR Strategy team is vital to progress our Equality & Diversity priorities; these strive towards Essex Police being an employer of choice and focuses on initiatives to develop the diversity of our workforce so that it better represents our community.

We are continuing to build upon our successes relating to our valuing our workforce events, placement scheme with the Essex Coalition for Disabled People and innovative approach to recruitment and utilisation of the social media platforms to broaden our media coverage.

We are also embarking upon some new and exciting programmes of work relating to youth engagement, accessibility for the sensory impaired community, re-launch of internal Fair Play Advisors and we are working with the members of the new Strategic Independent Advisory Group to further enhance our community engagement.

Our second edition of the Equality, Diversity & Inclusion newsletter gives you a flavour of work that we are leading and supporting and if you are interested in volunteering your time to help make a difference in any of the current initiatives and activities taking place, please contact our Diversity & HR Strategy team by e-mailing sara.stacey@essex.pnn.police.uk for more details.

Essex Police to welcome Young People from across Essex

As part of the Essex Police Equality and Diversity strategy and the commitment towards an inclusive workforce the Diversity team supported by a number of operational teams and units from across the Support Services Directorate are hosting a youth engagement day on the 29th May 2015. The focus behind the event is to promote Essex Police as a preferred employer of choice to people from across all communities within Essex. In this instance we are seeking to attract young people from across the County who have a desire or interest in joining us as a Police Officer, PCSO, Police Staff employee (FCR, detention officer, business centre, etc;), Special Constable or a volunteer. On the day of the event we aim to provide attendees with a good insight into the wide range of job roles that exist across the force, along with an opportunity to speak with a cross section of experienced and new Officers and staff to help raise awareness of the work we do in Essex Police.

The event will take place at Chelmsford HQ, from 10am finishing at 3pm. We would like to thank Firearms, Public Order, CSIs, Crime Group, L&D, Recruitment, Museum, Sports club, FCR, Special Constabulary, Media Unit and other officers and staff who are providing their support towards the success of this event. Any additional offers of support or ideas will be appreciated by the team and should be directed through Trevel Henry, Positive Action Lead at trevel.henry@kent.pnn.police.uk or Tel: 193838. This event will be advertised to schools and within the local community. Please also spread the word to friends, family and young people about this exciting opportunity, details of how to apply will be circulated in the coming weeks.

Local Government Award for Innovation in the 'Police Project of the Year' Category



The Director of Human Resources (Ian Drysdale) is pleased to inform all colleagues that the Support Services Directorate were awarded the prestigious Local Government award for Innovation in the Police Project of the Year category. The award was in recognition of the role played by the Diversity and HR Strategy Team in working with the Essex Coalition for Disabled People which is a scheme enabling work placements for disabled members of our community by matching skills and aspirations to Force roles. All of those individuals who had a placement with Essex Police went onto compete for and gain full time employment with Essex Police and all have commented how positive they now feel in the world of work - perhaps something that many take for granted.

Ian Drysdale said "the Diversity and HR Strategy Team went the extra mile in making this scheme a great success and we should all be proud to have supported this initiative. The Gold award is rare and recognises a truly innovative partnership with the Essex Coalition for Disabled People and I sincerely thank their CEO Mike Adams OBE and all of his team." The Chief Constable commented "I am absolutely proud of the award but more proud of what a difference the Forces commitment had made to the lives of those involved"

Essex Coalition for Disabled People - phase 2



ECDP and Essex Police are working alongside one another again to have a second cohort of candidates come to Essex Police for a six week work placement. Job roles and teams are currently being identified, with an initial briefing on January 26 2015.

Important dates for the programme are as follows:

March 16 - placement starts at ECDP HQ

March 23 - placement starts at Essex Police

March 24 - induction to Essex Police 1 day course

Religious Dates for the Diary

Mar 6	Holi Hola Mohalla	Hindu Sikh
Mar 17	St Patrick's Day Maha Shivaratri	Christian Hindu
Mar 18	L. Ron Hubbard's Birthday	Scientology
Mar 19	St Joseph's Day	Christian
Mar 20	Ostara	Wicca/Pagan
Mar 21	Naw Ruz Norooz New Year Ramayana	Baha'i Zoroastrian Hindu Hindu
Mar 25	Annunciation	Christian
Mar 28	Ramanavami Birth of the Prophet	Hindu Zoroastrian
Mar 29	Palm Sunday	Christian
Apr 2	Maundy Thursday	Christian
Apr 3	Good Friday Mahavir Jayanti	Jain Jewish
Apr 4	Passover Therevadin New Year Hanuman Jayanti Lazarus Saturday	Jewish Buddhist Hindu Orthodox
Apr 5	Easter/Palm Sunday	Christian
Apr 10	Holy Friday	Orthodox
Apr 12	Easter	Orthodox
Apr 14	Baisakhi	Sikh
Apr 15	Lord's Evening Meal	Jehovah Witness
Apr 16	Yom HaShoah	Jewish
Apr 21	First Day of Ridvan	Baha'i
Apr 23	St George's Day	Christian
Apr 24	Yom Ha'Atzmaut	Jewish
Apr 29	Ninth Day of Ridvan	Baha'i

DECHOX™

CHALLENGE
YOURSELF TO
GIVE UP CHOCOLATE
FOR MARCH

The UK's first ever **DECHOX** is here! A nationwide sponsored challenge to give up chocolate for March and raise money for lifesaving heart research. Any sort of cocoa is a no-no, which means chocolate sweets, biscuits, ice cream - even sprinkles on your cappuccino - are off limits. Find out more at www.bfh.org.uk/about-dechox.

I'M PROUD TO
BE A QUITTER

NO SMOKING DAY 11 March 2015

The event started in 1983 when there were twice as many smokers in the UK as there are today, so something is working! Over 10million people still smoke & around 100,000 die each year from smoking related illnesses. This day is

about collectively giving up and supporting one another. Find out more at www.nosmokingday.org.uk



The topic of **World Health Day 2015** is food safety. WHO helps countries prevent, detect and respond to foodborne disease outbreaks. Food safety is a shared responsibility - from farmers

and manufactures, to vendors and consumers. This day is an opportunity to alert people about the importance of food safety. Find out more at [World Health Day](http://WorldHealthDay).

North LPA 'Valuing our Workforce' Event Health & Wellbeing



**Supporting
our people**

With the continuing success of the 'Valuing our Workforce' events, our next event is planned for March 17 at Colchester Police Station. This is to ensure our Officers and Staff in the north of the county have the opportunity to see for themselves what we as a Force have to offer them.

Chief Constable Stephen Kavanagh and PCC Nick Alston welcome Officers and Staff to the 'drop in' event, where all support networks will be present. As well as the support networks, the Force Chaplains, Police Federation, UNISON, Occupational Health & Welfare, Learning & Development, Human Resources and many many more teams will also be there to talk with colleagues about the support available for them whilst at work.

The North LPA have decided to go with a Health & Wellbeing theme for their event, and have a plethora of external organisations, businesses and groups coming along. These include gyms and stores, as well as the two charities the event will be supporting. A survey went out to all employees asking them who they would like to see supported at the event, and the decision was made to support the **Helen Rollason Cancer Charity** and **CHAPS: the men's health charity**. All proceeds raised on the day will be split between the two local charities.

Helen Rollason
Cancer Charity



Minority & Ethnic Support Association (MESA)



Working for a
multi-cultural
police service

Chairman, DS Jon McLeod, writes:

Minority and Ethnic Support Association

The Minority & Ethnic Support Association (MESA) was set up to promote and support diversity within Essex Police and the wider community.

Since I took over as Chair in 2014, we have set a clear direction about what we think MESA and the force should be doing in relation to supporting and promoting diversity and the newly formed Executive Committee will be working to engage more with officers and staff around the county who may need support or just have questions about what we do as a network.

The one thing that I would like everyone to understand about MESA is that we are not here to be divisive in any way, we actually feel strongly that Essex Police should be doing everything in its power to make sure that everyone is treated fairly, without favour or discrimination for any reason at all. We want officers and staff to feel confident in their knowledge of the diverse communities we serve in Essex, and for all our colleagues to feel that their diverse backgrounds are appreciated and celebrated by the organisation.

Please feel free to contact one of the Executive Committee if you have any questions. We are all happy to help!

Extranet Page - [click here](#).



British Sign Language 'Welcome Video' on the Essex Police Website



A video designed to introduce deaf people to Essex Police services has been developed in British Sign Language.

The two-minute video features DC Maria Pallett signing information about how to contact the police in both emergency and non-emergency situations via text and minicom services. It has been put together by the Force's in house TV Unit as part of a wider initiative to improve access to Essex Police services.

Zoe Hack, Head of Diversity and HR Strategy, said: "Essex Police is committed to serving the whole community and ensuring access to information for everybody is an important part of that drive."

DC Pallett, a Domestic Abuse Safeguarding Officer based at Essex Police Headquarters in Chelmsford, began learning British Sign Language as a hobby. She has just passed her BSL level 4 exams and works closely with residents with hearing loss. She said: "I have a number of friends living with hearing loss so was really pleased to appear in the video. I hope it will reach members of the community who are either deaf or hard of hearing and highlight the services available to them when they need to contact the police."

The video and information about how to contact the police can be found on the Essex Police website at www.essex.police.uk/contactus. It can also be found on the Essex Police You Tube channel www.youtube.com/essexpoliceuk and has been published on social media channels Facebook www.facebook.com/essexpoliceuk and Twitter @essexpoliceuk. As well as appearing in the video, DC Pallett has launched a Twitter account which can be found @DCMariaPallett.

In addition to the BSL video Essex Police will shortly be looking for volunteers from the community with a minimum level 2 BSL qualification to help assist us at community meetings, front office counters and community partnership hubs. This will help us to ensure that members of the community with sensory impairment feel confident when engaging with Essex Police.

Trans Awareness & National Trans Police Association



The NTPA exists primarily to provide support to serving and retired Police Officers, Police Staff and Special Constables with any gender identity issue including, but not exclusively, Trans Men, Trans Women, people who identify as 'Transgender', Androgyne or Intersex. Also the NTPA will give support to people who identify as Cross Dressers. The NTPA further aims to provide support to all serving and retired Police Officers, Police Staff and Special Constables who are dealing with people with a gender identity issue whether that person is a colleague, family member or a member of the public involved in a police matter.

Kent Police recently ran some master classes on the topic of Lesbian, Gay, Bisexual and Transgender awareness. These focused on transgender issues, particularly interactions with the transgender community both internally and externally to ensure the Force provides a quality service to all Officers, Staff and communities. There were a number of outside speakers at the event who focused on their personal experiences to promote greater understanding of some of the issues faced by members of the LGBT community.

The events were greatly received by the participants, and were considered to be eye opening and very helpful as LGBT issues are sometimes felt to be 'tricky' to deal with. Delegates on the course all said they would recommend this course to a colleague and found it increased their knowledge on the topic hugely.

Due to the helpfulness and popularity of the course in Kent, Essex Police are looking for an expression of interest for a course planned to be run in Essex, on the topic of Trans Awareness. If you would like to provisionally put your name on an interest list, please email [Sara Stacey](mailto:Sara.Stacey@essexpolice.uk).