



FOI Super Response re Equality, Diversity and Inclusion July 2026

Disclaimer

Due to the high volume of FOI requests made to Sussex Police relating to Equality, Diversity and Inclusion, in respect of our internal processes and procedures, but also in relation to crimes relating to protected characteristics, a single response has been compiled covering many points detailed in the different requests.

Please be aware Sussex Police already publish a significant amount of information relating to this topic. Therefore, we ask that you please check the information held in the links below and also provided within this document before submitting your FOI request, as the information you require may already be available to you:

- [Equality and diversity in policing and as an employer | Sussex Police](#)
- [Workforce diversity | Police.uk](#)
- [Equality, Diversity and Inclusion Policy \(Surrey and Sussex\) \(193\)](#)
- [Diversity and inclusion | College of Policing](#)
- [National policing culture and inclusion strategy 2025 to 2030 | College of Policing](#)

Please note the FOI requests that follow, are quoted verbatim from FOI requests received over the past year. Any statements or opinions implied within those questions are those of the original requestors, not Sussex Police.

Request:

1. Does the force have a dedicated team for equality, diversity and inclusion, i.e. a team separate to the human resources team which might otherwise be expected to fulfil the role of ensuring the force meets its commitments under the equalities act?
2. If so, please provide:
The number of staff working in this team.
The job title of each role
The pay band of each role (including the monetary amounts)
The FTE of the role, e.g. if a role is only 4 days a week this would be expressed as 0.8 FTE
3. Please also provide the following information for the 2022-23, 2023-24, 2024-25:
The number of FTE roles in the equality, diversity and inclusion team on the final date of each financial year
The total cost of these roles as existed on the final date of each financial year
4. Please also provide the latest equality, diversity and inclusion strategy the force has published, or the one currently in place

Response:

1. yes, there is a dedicated team in Sussex for equality, diversity and inclusion.
2. In answer to questions 2 and 3 please see the table below which has been completed to show the number of FTE roles in the equality, diversity and inclusion team on the final date of each financial year.

Position Name	Grade	31/03/2023	31/03/2024	31/03/2025
Chief Inspector	Chief Inspector		1.00	1.00
Sergeant	Sergeant	1.00	1.00	1.00
Equality and Diversity Officer	SPA9	2.60	0.59	0.59

Please see the table below which has been completed to show the total cost of these roles based upon the FTE at year end for the team.

Position Name	Grade	31/03/2023	31/03/2024	31/03/2025
Chief Inspector	Chief Inspector		£92,236	£100,513
Sergeant	Sergeant	£67,099	£71,380	£77,812
Equality and Diversity Officer	SPA9	£93,049	£22,357	£23,828
Total:		£160,148	£185,973	£202,153

NB: Please note total cost has been calculated to include basic pay, regional allowance, employers' national insurance and pension contributions.

3. In answer to question 3, we would like to signpost you to our website (Sussex Police), where information related to your request can be found:
<https://www.sussex.police.uk/SysSiteAssets/foi-media/sussex/policies/equality-diversity-and-inclusion-policy-surrey-and-sussex-193.pdf>
4. In answer to question 4, please see following link: [Equality, Diversity and Inclusion Policy \(Surrey and Sussex\) \(193\)](#)

Request:

What is the number and cost of external training bodies and courses related to EDI training?

Response:

We do not use external training bodies to deliver equality and diversity training as this is delivered in-house.

Request:

What specific EDI initiatives have been undertaken by the force in the past three years, and what has been the associated cost of these initiatives?

1. Recruitment & Retention Programmes – Any initiatives designed to increase diversity within the police force, such as targeted recruitment campaigns, positive action schemes, or mentorship programmes.

Response:

The Recruitment Team work closely with the Sussex Police Positive Action Team, identifying events where a high proportion of residents are from the Global Majority such as the Crawley area. This would include events such as School and College Careers Fairs and Apprenticeship Fairs. In addition, the Positive Action provide mentoring upon request during the recruitment process.

We aim to include a wide range of officers and staff within our recruitment materials such – this could include staff and officers from Global Majority backgrounds, older staff in campaigns for roles such as PCSO and female officers for teams where they are underrepresented e.g Firearms.

The Force also offers a range of Mentoring and Coaching schemes for all officers.

2. Training & Workshops – EDI-related training courses for staff, such as unconscious bias training, cultural awareness workshops, or anti-racism education.

Response:

The organisation uses the E-learning platform from the College of Policing where the Equality Act is a mandatory entry course. Additionally, officers and PCSOs receive a lesson on Valuing Inclusion and Diversity. There is internal training on cultural awareness that was delivered with one department by Sussex police trainers.

Managers receive additional training around Effective Performance Management and Managing inclusion and Widening Participation.

3. Community Outreach & Engagement – Programmes aimed at building relationships with specific communities based on ethnicity, gender, or other identity factors.

Response:

We do not have specific Community Outreach or Engagement programmes.

We do engage with the community through our Neighbourhood Policing Teams, through our PCSOs and PCs, some of which are Community engagement advisors. We also have External Reference Groups and Advisory Groups, made of members of the public, including:

- LGBT+
- Disability
- Religion and Belief
- Gypsy Roma Traveller

4. Internal EDI Policies – Any new policies implemented to address EDI concerns within the force, such as pronoun policies, equality impact assessments, or workplace affinity groups.

Response:

In Sussex we conduct equality impact assessment for all of our policies. We have an EDI policy which is available here: [Equality, Diversity and Inclusion Policy \(Surrey and Sussex\) \(193\)](#)

Request 1:

1. Please provide copies of all training materials, slide decks, participant workbooks, facilitator guides, e-learning modules, or other educational content used by your force that form part of the College of Policing Anti-Racism Training Package for officers and staff (published March 2026) or any predecessor/successor anti-racism / race-equity training delivered within your force.
2. All internal guidance, memos, briefing papers, emails, or implementation documents (2022-2026) held by your force relating to the Police Race Action Plan and the Anti-Racism Commitment (March 2025), specifically any content that discusses:
 - differential treatment of individuals or communities based on ethnicity/race to achieve "equality of outcomes",
 - "disproportionality",
 - "institutional racism",
 - "two-tier policing" (or equivalent phrasing),
 - or prioritising response / resource allocation according to the racialised needs/experiences of different ethnic groups.
3. Any equality impact assessments, evaluation reports, or monitoring data produced by your force on the above training or guidance.

Response:

In respect of Questions 1 and 2, please see below.

In respect of question 3, no information is held. To clarify, we do not undertake Equality Impact Assessments (EIAs) for training material.

Request 2:

Please provide copies of the policies, procedures, guidance documents, standard operating procedures, manuals, toolkits, or other written material that were in force or otherwise used by your force between 1 August 2021 and 31 August 2023, relating to the following:

1. Equality, disability and reasonable adjustments in the workplace.
2. Neurodiversity (including, but not limited to, ADHD, autism, dyslexia and dyspraxia).
3. Performance management procedures for police officers.
4. Student police officer probation procedures and associated guidance.
5. Guidance relating to the use of Regulation 13 of the Police Regulations 2003 (or any equivalent local guidance, procedures or checklists concerning the dispensation of probationary service).
6. Occupational Health referral policies or guidance, including any guidance regarding referrals involving disability, neurodiversity or performance concerns.
7. Any policies, guidance or procedures relating to disability passports, workplace adjustment passports, adjustment agreements, workplace adjustment plans, or the recording, implementation, monitoring or review of reasonable adjustments for police officers and police staff.
8. Any policies, guidance, training materials or internal guidance provided to supervisors, line managers or senior officers regarding the management of disabled or neurodivergent police officers, including the identification of disability, consideration of reasonable adjustments, Occupational Health referrals, performance management, probationary service, capability procedures or Regulation 13.

This request includes, but is not limited to:

- Force policies;
- Procedural guidance;
- Internal guidance documents;
- Manager guidance;
- Supervisor guidance;
- Checklists;
- Flowcharts;
- Aide-memoires;
- Standard operating procedures;
- Staff handbooks;
- Learning or briefing documents;
- Forms and templates used to record workplace adjustments;
- Training materials and presentations; and
- Any local guidance supplementing national guidance.

Where a document was revised during the period specified, I would be grateful if you could provide the version(s) applicable at the relevant time.

Finally, please specify examples of what reasonable adjustments your force has previously made or would consider making for an officer with ADHD.

Response for the above 2 requests:

The exemption(s) applicable to the information refused is: **Section 12 – Cost of Compliance**

The cost of providing you with the information is above the amount to which we are legally required to respond *i.e. the cost of locating and retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004.*

We would be unable to ascertain the answer without locating, retrieving and extracting the information from **each** case, which would take us over the allotted timescale of **18 hours of work**. Our information retrieval process generally relies on a computer ran report which captures any information recorded upon the surface of a record or within specified fields. Where relevant information is held deeper in the record, or outside of a specified field, a manual assessment is required to retrieve that information.

To clarify:

We are unable to answer the first request as to provide this data would require a key word search on all data bases over a 4-year period for some extremely common terms. As this is very broad, a search of this scale would require manually checking all relevant inboxes, emails held, and all systems where information may be stored. Therefore, having to fully investigate every relevant system, on an individual level would be in excess of the FOI time limit.

We are unable to answer the second request as it requests a vast amount of data which would be stored across numerous databases and files, across the Force.

The fee limit is set at £450 calculated at a flat rate of £25 per hour, due to the way this information is held these requests would far exceed the time obligation in order to comply.

Request:

Please provide the following information.

- The number of applicants from each ethnic group who applied for the role of new constables. Can this data be broken down per year, going back 5 years.

- The number of interviews given to each ethnic group for the role of new constables. Can this data be broken down per year, going back 5 years.
- The number of hires you have made from each ethnic group for new constables. Can this data be broken down per year, going back 5 years.

Response:

Please note that for applications and interviews, we only have data going back to 2022, as unsuccessful candidates are archived, we are not able to report on before this. Also, the interviews are based on the date of the application and not the date of the interview, as we do not hold this, so if somebody applied in 2023 and were interviewed in 2024, then they will count as 2023.

	Recruit Constable Applications			
	2022	2023	2024	2025
Black, Asian & Minority Ethnic	176	92	136	32
White	1896	1312	1255	431
Prefer not to Say	23	15	11	4
	Recruit Constable Interviews			
	2022	2023	2024	2025
Black, Asian & Minority Ethnic	55	28	30	9
White	623	448	402	112
Prefer not to Say	5	6	1	1

	Recruit Constable Hired					
	2020	2021	2022	2023	2024	2025
Black, Asian & Minority Ethnic	12	18	18	24	9	9
White	147	148	312	322	200	218
Prefer not to Say	0	2	5	1	2	0
Not Disclosed	48	1	12	0	1	0

Request:

The recent and deeply troubling scandal at West Midlands Police - involving the fabrication of AI-generated falsehoods to justify the banning of Israeli football fans and the subsequent "capitulation" of the force to sectarian interests - has raised serious questions about the impartiality of policing nationwide.

While the primary scandal is centred on the West Midlands, the principles of non-sectarian, data-driven policing are a national requirement. I am seeking formal assurances that your force has robust safeguards in place to prevent similar institutional capture.

Please provide clarity on:

1. Recruitment Independence: What measures ensure that local recruitment panels and "Independent Advisory Groups" (IAGs) are not dominated by sectarian NGOs or faith groups with documented histories of radical or exclusionary rhetoric?
2. Operational Data Integrity: In light of the WMP "AI falsehoods" case, what oversight exists within your force to verify the accuracy of risk assessments for cultural or international sporting events?

3. Training Oversight: Who provides your "Islamophobia" and diversity training? Are any external NGOs with political or sectarian agendas involved in drafting these materials?
4. Impartiality Assurance: What steps are you taking to ensure that operational decisions are based on objective intelligence rather than pressure from "community gatekeepers"?

Please also provide the following information for the period 1 January 2024 to the present:

5. Meeting Frequency by Faith Group: Please provide the total number of formal meetings held between senior officers (Rank of Superintendent and above) and representatives of major faith groups, broken down by category:
 - Christian
 - Muslim
 - Jewish
 - Hindu
 - Other (please specify)
6. Muslim Group Engagement Details: For all meetings identified in category "Muslim" above, please provide:
 - The date of the meeting.
 - The names of the organizations or mosques represented (e.g., MEND, MCB, local Islamic centres).
 - The names/ranks of the police officers in attendance.
 - Copies of the minutes, summary notes, or action points arising from these meetings.
7. Financial Records: Provide details of any financial grants, donations, or "Prevent" related funding provided by the force to any of the organizations identified in category "Muslim" during the specified period.

Response:

The exemption(s) applicable to the information refused is: **Section 21 – information already reasonably accessible**

Under Section 21 of the FOI Act 2000, we are able to direct an applicant to the requested information if it is reasonably accessible by other means. We would like to signpost you to the below web pages where Information related to your request can be found.

1. Recruitment Independence: What measures ensure that local recruitment panels and "Independent Advisory Groups" (IAGs) are not dominated by sectarian NGOs or faith groups with documented histories of radical or exclusionary rhetoric?

In relation to recruitment panels we follow the College of Policing Authorised Professional Practice on vetting for general recruitment which is available here <https://www.college.police.uk/app/professional-standards/vetting>

For "Independent Advisory Groups" we meet all applicants to understand why they are applying, provide an overview of the role of the group and follow the College of policing guidance which is available here: <https://www.college.police.uk/app/engagement-and-communication/communication#independent-advisory-groups> and here: <https://library.college.police.uk/docs/appref/independent-advisory-groups-iaq-guidance-revised-september-2011.pdf>

2. Operational Data Integrity: In light of the WMP "AI falsehoods" case, what oversight exists within your force to verify the accuracy of risk assessments for cultural or international sporting events?

Please see following link:

https://www.sussex.police.uk/SysSiteAssets/foi-media/sussex/other_information/foi-super-response-re-artificial-intelligence.pdf

3. Training Oversight: Who provides your "Islamophobia" and diversity training? Are any external NGOs with political or sectarian agendas involved in drafting these materials?

We provide our diversity training, and no outside groups are involved in the design or delivery of the training for new officers / PCSOs. Whilst Islamophobia is not specifically trained as a separate session within our Hate Crime training offering, it does form part of the wider discussion.

4. Impartiality Assurance: What steps are you taking to ensure that operational decisions are based on objective intelligence rather than pressure from "community gatekeepers"?

Operational Decision Makers are being trained to use the National Decision Model to make decisions based on the College of Policing Authorised Professional Practice available here:

<https://www.college.police.uk/app/national-decision-model/national-decision-model>

5. Meeting Frequency by Faith Group: Please provide the total number of formal meetings held between senior officers (Rank of Superintendent and above) and representatives of major faith groups, broken down by category:

- Christian
- Muslim
- Jewish
- Hindu
- Other (please specify)

We hold 4 meetings a year with one religion and belief group attended by members of the public who are part of the Community Advocate Group.

6. Muslim Group Engagement Details: For all meetings identified in category "Muslim" above, please provide:

- The date of the meeting.
- The names of the organizations or mosques represented (e.g., MEND, MCB, local Islamic centres).
- The names/ranks of the police officers in attendance.
- Copies of the minutes, summary notes, or action points arising from these meetings.

We do not hold a specific Muslim Group engagement meeting. As above, we hold 4 meetings a year with one religion and belief group attended by members of the public who are part of the Community Advocate group, but we do not hold information what faith group they represent as this is private information to them.

7. Financial Records: Provide details of any financial grants, donations, or "Prevent" related funding provided by the force to any of the organizations identified in category "Muslim" during the specified period.

1 PPAF (Police Property Act Fund) has been provided for upgrading and improving CCTV to a Muslim Community Association in East Sussex.

Request:

1. How many police officers do you have in your organisation that are neurodivergent, can this data be broken down per condition and or rank (i.e. autism, ADHD, dyslexia etc)?
2. Do you have data on neurodivergent people who have applied/ been successful or failed the Sgt promotion process?
3. What is the process in your force for the PC-Sgt promotion.
4. What support is offered to autistic/ neurodivergent candidates as part of the PC-Sgt promotion process?
5. Does your force have a neurodiversity strategy or policy? Of so could you provide a copy of summary?
6. Has the force conducted any reviews or evaluations on how inclusive the PC-Sgt promotion process is for autistic/ neurodivergent officers? If yes can you provide a summary/ report

Response:

1. How many police officers do you have in your organisation that are neurodivergent, can this data be broken down per condition and or rank (i.e. autism, ADHD, dyslexia etc)?

Neurodivergency is not recorded.

2. Do you have data on neurodivergent people who have applied/ been successful or failed the sgt promotion process?

We have provided data for the last 3 years, in the absence of any timeline being provided.

	2023	2024	2025
Total No. In Process with RA	8	9	18
Successful	5	8	14
Unsuccessful	3	1	4

3. What is the process in your force for the PC-Sgt promotion.

Each interview is made up of a 1 hour board preceded by 25 minutes prep time where candidates are provided with the operational scenario and the questions so they can consider their best evidence and responses.

4. What support is offered to autistic/ neurodivergent candidates as part of the PC-Sgt promotion process?

Each request for reasonable adjustment is considered on a case-by-case basis in discussion with the officer concerned. Additional time of 25% is offered for the prep time and during the interview. Also, different coloured paper, specific font and/or size. Officers who struggle with handwriting speed etc can use a laptop to prepare their notes during prep time.

5. Does your force have a neurodiversity strategy or policy? Of so could you provide a copy of summary?

We do not have a specific policy or strategy for neurodiversity in the workplace. Our workplace adjustment process focuses on the barriers our people face in the workplace and how we can make adjustments to overcome those barriers; no diagnosis of any health-related condition is needed to support this.

6. Has the force conducted any reviews or evaluations on how inclusive the pc- sgt promotion process is for autistic/ neurodivergent officers? If yes can you provide a summary/ report

No official review or evaluation has taken place in relation to this, however, looking at the figures above, the process does not look exclusive and that RA candidates do not appear to be at a disadvantage in the process.

Request:

Please provide the following information:

"Identity Based Mentoring" Scheme & Risk Assessments Regarding the "Identity Based Mentoring" scheme operated by Sussex Police, which enables officers and staff to request a mentor based on a shared identity (specifically: Age, Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion or belief, Gender, or Sexual Orientation):

Please provide the Equality Impact Assessment (EIA) or Equality Analysis documentation completed prior to, or during, the rollout of this specific scheme.

Response:

No info held

Request:

"Community Engagement Advisors" (CEAs) Regarding the Community Engagement Advisors (CEAs) employed or deployed by Sussex Police:

- a) Please provide the job description, role profile, and terms of reference for the CEA role.
- b) Please list the specific demographic/identity groups for which Sussex Police currently assigns or has assigned a dedicated CEA (e.g., LGBT+, Black, Asian and Minority Ethnic, Gypsy and Roma Traveller, Religion and Places of Worship, Disability).
- c) For the financial years 2024/2025 and 2025/2026, what was the total budget allocated to the CEA program, and how many Full-Time Equivalent (FTE) personnel held this title?
- d) Please provide any operational guidance or directives issued to CEAs regarding their liaison with external campaign, lobbying, or advocacy groups.

Response:

a) The role of the Community Engagement Advisors (CEAs), is to act as the single point of contact for questions, queries and to share best practice when staff and officers are out and engaging with communities. The CEA role is in addition to your current role, where you will be proactively engaging out in the community as per your routine operational commitments. Each divisional CEA will be responsible for a specified community (for example disability or places of worship), where you will seek out and engage with community leaders, becoming a familiar face within the community

- b) LGBTIQA+
 Global Majority
 Gypsy and Roma Traveller
 Faith and Places of Worship
 Disability
 Children and young people

c) No budget was allocated, and we currently have 68 CEAs

d) Acting as a point of contact for a specified community, the key objective of the CEA role is to build relations which increase trust and confidence and encourage reporting of individual concerns, community tensions and hate crime.

Request:

Operational Impartiality & Political Neutrality Following the High Court judgment in R (on the application of Lindsey Smith) v The Chief Constable of Northumbria Police [2025] EWHC 1805 (Admin), which ruled on the constitutional duty of police impartiality regarding highly contested political and social ideologies:

- a) Has Sussex Police conducted an internal review of its policies regarding uniformed officer participation in community parades, festivals, or social action campaigns?
- b) Has Sussex Police issued any updated internal directives, briefings, or policy amendments since July 2025 regarding the display of ideological/political symbols (such as the Progress Pride flag, gender-identity insignia, or political slogans) on police uniforms, vehicles, or the police estate? If yes, please provide copies of these directives or guidance notes.

Response:

3a. Sussex Police follow NPCC guidance, see following link: [2955-2026-npcc-guidance-police-attendance-and-participation-at-publicly-arranged-community-events.p...](#)

3b. Please see following link to Sussex Police Uniform Policy: [Uniform Policy \(Surrey and Sussex\) \(1219\)](#)

Request:

- a) Please list the names of all internal Staff Networks currently recognized and/or funded by Sussex Police (e.g., Race Equality Network).
- b) What was the total amount of direct financial funding or administrative budget provided by Sussex Police to these recognized Staff Networks during the financial year 2025/2026?

Response:

Please see the following link: [Inclusion - promoting equality and diversity | Sussex Police](#)
There is no budget specifically allocated to these Staff Networks.

Request:

Please provide the latest inclusive language guide document for staff and other documents used for internal diversity training.

Response:

There is no specific document provided as part of our internal diversity training delivery. Learners are signposted to the two links below as part of their pre-read for the formally taught session.

<https://www.college.police.uk/support-forces/diversity-and-inclusion>
<https://www.college.police.uk/support-forces/diversity-and-inclusion/neurodiversity-glossary-terms>

Request:

- 1) Are you using any adapted or neurodivergence-friendly practical tools/resources/assets/materials for neurodivergent individuals who are likely to come into contact with the Criminal Justice System (CJS).
- Of the above, what is the intended audience for each adapted tool/resource/asset/material (e.g. directly for neurodivergent young adults (up to 25 years), directly for neurodivergent adults (25 years+), carers, parents, peers, professionals)?
- Do you have separate practical tools/resources/assets/materials for victims and perpetrators?
- 2) What are these practical tools/resources/assets/materials called and are they publicly available?
- 3) How long have you been using these tools/resources/assets/materials within your service/PCC area?
- 4) If you are not using any adapted practical tools/resources/assets/materials, do you intend on implementing any in the future? If so – please provide details, if you can.
- 5) Please provide copies and/or links to any available tools/resources/assets/materials that you are using.

Response:

1. Intermediaries can be booked by the officer in the case when a victim is interviewed, and they can support them through to trial especially if the case falls under Section 28 for vulnerable victims and witness in Crown Court trials as a communication aid. Court warning emails for Section 28 have been adapted to support Victims and Witnesses who are neurodiverse. As a rule, witness care officers will update the parent, guardian or nominated person on case updates for children under 18 years. But in certain instances, it is appropriate to make that contact direct, so the resources can be used then. An application can be made for a remote live link into Court and if granted the victim/witness attends one of our 3 remote live link suites, so they give their evidence away from the court building. This allows for the use of care dogs or other support that may be required.

2. No, the resources are not available publicly as they tend to be court warning letters or emails, and the remote live link suite locations are not publicly known.
 3. The resources were adapted when Section 28 came into our Court area during the pandemic and the suites have been in use for many years.
- 4 & 5. Please see information at the end of this super response
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Request:

Do you run any EDI-related public campaigns, such as those promoting inclusivity within Sussex Police or efforts to change public perception.

Response:

We do not conduct EDI related public campaigns

Request:

Do you hold any contracts or partnerships with external EDI consultants, organisations, or advisory bodies.

Response:

We do not have any contracts or partnerships with external EDI consultants.

We participate in the Disability Confident Scheme and are Disability confident Leaders and we also participate in the Race Equality Matters Trailblazer having been awarded Silver Trailblazer award.

Request:

Do you attend any conferences, celebrations (e.g., Pride events, Black History Month), or have involvement with sponsorships related to EDI.

Response:

Officers and staff are offered to attend national conferences such as the LGBT+ National Conference, The EDI national Conference and Black History Month Conference, Women in the Shade Conference, Disability and Neurodiversity and other conferences. The costs of these vary depending on the number of individuals attending.

We do not have sponsorships for EDI. We will publish internal communication to highlight important calendar events to inform the staff and officers.

Request:

Please can you let me know if you allow trans-identifying officers to carry warrant cards for more than one gender? For example, Officer A may be allowed to hold warrant cards for both Gender A and B.

Response:

Our internal policy - Identification Passes and Access to Police Premises Policy Surrey and Sussex states: Police officers and police staff must only possess one warrant or ID card per Force. Possible exceptions to this are when a member of police staff is also a Special Constable or part of a covert operation or identifies as gender-fluid and may require two cards to reflect their gender.

Request:

1. How many minority officers and staff, categorised by race & ethnicity, were promoted each month from January 2022 to January 2023
2. How many minority officers and staff, categorized by race and ethnicity, joined the police service each month from January 2022 to January 2023?
3. How many changes to recruitment or promotion policies were made annually since January 2022? What months? Please specify how many were directly linked to recommendations from diversity reviews or external pressures

Response:**1. How many minority officers and staff, categorised by race & ethnicity, were promoted each month from January 2022 to January 2023**

Officers are not required to provide their ethnicity and therefore we are unable to provide accurate data.

2. How many minority officers and staff, categorized by race and ethnicity, joined the police service each month from January 2022 to January 2023?

Officers are not required to provide their ethnicity and therefore we are unable to provide accurate data.

3. How many changes to recruitment or promotion policies were made annually since January 2022? Please specify how many were directly linked to recommendations from diversity reviews or external pressures

All the policies around recruitment are controlled and written by the College of Policing as these are national documents that all Forces adhere to. We can therefore confirm that we have not had any local policy changes around recruitment since 2022.

Request:

1. Provide a copy of any current policy with regard to officers/staff/witnesses/visitors regarding access to toilets, changing rooms and showers in your force area and whether these are restricted on the basis of sex.
2. Specify if you have the following throughout the force area with regard to toilets, changing rooms and showers:
 - a. Single sex provision (strictly on the basis of biological sex only)
 - b. Gender neutral provision
 - c. Unisex provision
3. Provide any policies that have specific regard to whether you allow persons who identify as 'trans' or 'non binary' to access the facilities of their choice or not. Include any equality impact assessments and risk assessments relating to these.
4. If you provide toilets/changing rooms/showers that are not specifically single sex, specify if they are floor to ceiling doors/partition walls and fully lockable.
5. Provide a copy of any changes, proposed or carried out, to the review of existing workplace facilities in your force following the Supreme Court judgment of 16/4/25 by your Estates, Legal, HR, Equalities teams/advisors or by your staff associations/networks. Include any workplace union consultations.
6. Provide a copy of any internal communications made to staff following the above judgment regarding access to workplace facilities and any changes thereof, including those to or from staff networks.
7. Provide copies of any internal stakeholder engagements or consultations regarding access to workplace facilities. Specify which stakeholder groups and when engaged with.

Response:

1. **Provide a copy of any current policy with regard to officers/staff/witnesses/visitors regarding access to toilets, changing rooms and showers in your force area and whether these are restricted on the basis of sex.**

There is no policy

2. **Specify if you have the following throughout the force area with regard to toilets, changing rooms and showers:**

- a. **Single sex provision (strictly on the basis of biological sex only)**
- b. **Gender neutral provision**
- c. **Unisex provision**

Across the Sussex Police estate there are 38 police-owned sites located across Brighton, Lewes Headquarters, East Sussex and West Sussex. Of these, 11 sites comprise of more than one building. Each site and/or building may contain a combination of single-sex, gender-neutral, and/or unisex toilet, shower and changing facilities. For the purpose of this response the information has been consolidated to sites rather than individual buildings.

Toilets

- 30 sites provide single-sex toilets.
- 28 sites provide gender-neutral toilets.
- 5 sites provide unisex toilet facilities.

Showers

- 24 sites have single-sex showers.
- 18 sites have gender-neutral showers.
- 2 sites have unisex shower facilities.

Changing Rooms

- The majority of sites provide single-sex changing facilities - often located within locker rooms.
- 13 sites provide gender-neutral changing rooms or facilities.

3. **Provide any policies that have specific regard to whether you allow persons who identify as 'trans' or 'non binary' to access the facilities of their choice or not. Include any equality impact assessments and risk assessments relating to these.**

There is no current policy

4. **If you provide toilets/changing rooms/showers that are not specifically single sex, specify if they are floor to ceiling doors/partition walls and fully lockable.**

Toilets

All gender-neutral and unisex toilet facilities are located within self-contained, lockable rooms fitted with full floor-to-ceiling partition walls and doors.

Showers

All gender-neutral and unisex shower facilities are provided within individual, lockable rooms with floor-to-ceiling partitions. These rooms also include a suitable enclosed area for changing.

Changing Rooms

Where provided - the gender-neutral changing rooms/facilities are located within lockable rooms. All such facilities have full floor-to-ceiling partitions, with the exception of two sites in East Sussex, where partitions do not extend fully from floor to ceiling. There are no unisex changing facilities.

5. **Provide a copy of any changes, proposed or carried out, to the review of existing workplace facilities in your force following the Supreme Court judgment of 16/4/25 by your Estates, Legal, HR, Equalities teams/advisors or by your staff associations/networks. Include any workplace union consultations.**

No Changes have been proposed or carried out and no consultations have taken place

6. Provide a copy of any internal communications made to staff following the above judgment regarding access to workplace facilities and any changes thereof, including those to or from staff networks. The following messaging was published internally:

Message 10th of April 2025 :

Following the ruling made by the Supreme Court yesterday regarding the legal definition of a woman, the National Police Chiefs' Council (NPCC) have communicated the following message to all forces. "You will have no doubt seen [yesterday's decision by the Supreme Court](#) that the legal definition of a woman is based on biological sex. I agree with the judge's comments that this landmark ruling should not be seen as victory of one side over another. Lord Hodge stressed that transgender people are a "vulnerable and often harassed minority" who are still protected by the Equality Act. I welcome the clarity that the decision at the Supreme Court has provided, and we will be reviewing our policies and procedures in accordance with the outcome. However, we will not rush our response to this landmark ruling. We will need time to consider the full implications of the court's decision, as will many other public bodies. The diversity equality and inclusion committee (DEICC) will be working through this response and will issue further updates as these implications become clearer. I and the rest of the committee welcome your patience and assistance as we go through this process." Chief Constable Rachel Swann NPCC Diversity, Equality and Inclusion Committee Chair

Surrey Police and Sussex Police, like all public sector organisations, will need to consider the impact of this ruling on our policies and practices, including receiving direction from the NPCC. We will communicate changes as and when they have been agreed and confirmed. At this stage we are not announcing any changes to our practices and policies until the full ruling is released and assessed. We understand that we have officers, staff and volunteers who may be directly impacted by this ruling, which may cause some concern. There are support agencies available should you feel that you need to seek advice and support. Wellbeing support is available through both organisations. You can access our services directly via the Wellbeing hub or via staff networks and diversity teams.

Additionally you can speak to your line manager if you have any concerns or worries.

This is a highly emotive subject matter with many people having differing views. Can we ask that rather than adding comments to this article you speak to your line manager or network leads if you have any concerns.

DCC Dave McLaren and T/DCC Tanya Jones

Message 12/05/2025:

Following the Supreme Court ruling on 9 April 2025 in relation to the scope of the Equality Act 2010 on sex and gender, this update is to provide you with further information on the action being undertaken within Sussex Police and the support available.

Following on from earlier guidance shared on 10 April, Chief Constable Rachel Swann, chair of the National Police Chiefs' Council (NPCC) Diversity Equality and Inclusion committee, has released a further update.

In it, Chief Constable Swann said: "It is important for us to act on the Supreme Court's ruling as quickly as we can, as both our colleagues and the communities we serve are looking for clarity on some very challenging issues. But it will inevitably take time to consider the full implications of the ruling.

"We have already sought legal advice, as well as considering where guidance is most urgently required in this complex and sensitive area of policing.

"Our immediate focus is on providing updated guidance for transgender search policies, single sex spaces such as changing rooms and toilets, as well as how we record data around protected characteristics, whilst we consider the full implications of the court's decision across wider policies and procedures."

Within Sussex, we have commenced work to assess the local impact across all areas of our policing activity. We are very aware that the ongoing national focus on this matter may cause distress and be unsettling for colleagues. We remain committed to supporting all our people and take this opportunity to signpost the following support which is available to all:

- *Operation Hampshire – officer and staff safety at work which covers assaults and hate crime.*
- *The comprehensive range of wellbeing services available on the Wellbeing Hub*
- *Staff networks are also on hand to provide support and advice and continue to play an active role in the development of updated policies and how these are communicated.*

We will continue to update you with progress, and we are grateful for your patience as we work through the complexities of this ruling.

ACC Paul Court

7. Provide copies of any internal stakeholder engagements or consultations regarding access to workplace facilities. Specify which stakeholder groups and when engaged with.

No internal stakeholder engagements or consultations have taken place.

Request:

1. Has this force implemented the NPCC draft interim search guidance (published on 22nd May 2025 Police search guidance following Supreme Court decision).
2. If so, what date was the draft interim search guidance implemented in this force.
3. Provide a copy of any communication (from chief officer team, legal dept, training dept, force lead for searching, HR dept or Equalities dept) given to staff with regard to the implementation of this guidance and include date circulated/sent.
4. If not, what policy/guidance is being followed by this force in relation to searches exceeding those of the most basic type*? Please provide a copy of the policy/guidance with regard to such searches. Stipulate whether these are only being undertaken by an officer of the same sex** as the person being searched. If not, please provide details of the circumstances in which a search of this nature may be undertaken by an officer not of the same sex.

*Searches involving the removal of jacket, outer clothing and gloves, more normally termed as 'more thorough searches'

**Same sex meaning the same biological sex as determined and observed at conception/birth.

Response:

1. Has this force implemented the NPCC draft interim search guidance (published on 22nd May 2025 Police search guidance following Supreme Court decision).

This has been implemented as a Surrey and Sussex joint policy and guidance which has been published online here - <https://www.sussex.police.uk/SysSiteAssets/foi-media/sussex/policies/searching-biological-sex-policy-surrey-and-sussex-1248.pdf>

2. If so, what date was the draft interim search guidance implemented in this force.

This policy was launched on 18th July 2025.

3. Provide a copy of any communication (from chief officer team, legal dept, training dept, force lead for searching, HR dept or Equalities dept) given to staff with regard to the implementation of this guidance and include date circulated/sent.

Please see below:

Update following Supreme Court ruling.

Following the Supreme Court ruling on 9 April 2025, Surrey Police and Sussex Police have introduced [new searching guidance relating to biological sex](#) (1248/2025).

The introduction of this guidance follows a consultation process, led by C/Superintendent Clive Davies, which has included engagement with internal stakeholders including Staff Networks, Custody and Inclusion Teams.

The policy has been legally reviewed and reflects the National Police Chiefs' Council (NPCC) guidance. The Code of Ethics principles are paramount, ensuring empathy and respect are central to all decision making for all searching officers and members of our communities.

All officers and staff who undertake searches of people must familiarise themselves with the updated policy which comes into place with immediate effect.

TOI

Key updates to note:

- The policy relates to searches in which the law requires the searching officer to be the same sex as the person being searched, i.e. where outer clothing is removed, commonly referred to as 'more thorough searches', strip searches and intimate searches.
- It stresses the importance of determining the searched person's biological sex and the process that should be followed in doing so, supporting those conducting searches
- It introduces the capacity for individuals to request searches which respect their lived gender, requiring consent from all parties
- **No-one can be ordered to carry out a search of any person.** People conducting searches have the discretion to decline a search without giving a reason.

Staff networks continue to be available to provide support and advice. Please reach out to the networks [here](#).

Assistant Chief Constable Paul Court



4. If not, what policy/guidance is being followed by this force in relation to searches exceeding those of the most basic type*? Please provide a copy of the policy/guidance with regard to such searches. Stipulate whether these are only being undertaken by an officer of the same sex as the person being searched. If not, please provide details of the circumstances in which a search of this nature may be undertaken by an officer not of the same sex.**

Not applicable.

Please confirm receipt of this email and your attendance at Court.

Good Morning / Good Afternoon

Case Ref:

Case Against:

Offence details:

I am writing to confirm that you are required to attend court on **(Hearing Date)** at **(Name of Court)**. You are required to attend this hearing to pre-record your evidence which will later be played back to the jury when the trial starts. I will contact you the last working day before the hearing date to confirm what time you are required to attend.

The purpose of this hearing is to allow you to attend Court to give your evidence at a much earlier stage. If you would like a supporter to attend court with you, please discuss this with me. Before the hearing, the officer in the case (OIC) will be in contact with you to arrange for you to view your video recorded evidence, also known as Achieving Best Evidence (ABE).

You will not be in the same court room with the defendant as you will be in a separate video link room.

Further information on what Section 28 means and how it is used at court can be found on this GOV.UK news article: [Section 28 in Crown Courts - GOV.UK](#).

What Happens Next?

I will call you in due course to complete a needs assessment. This is your opportunity to raise any questions or concerns you have about attending court, and we will discuss what support is available to you. Meanwhile I encourage you to read through the 'Assistance with Going to Court' information provided below.

Assistance with Going to Court

- The **Citizens Advice Witness Service** provides free and independent support for victims and witnesses in every criminal court in England and Wales. They will be present on the day you attend court. They also provide pre-trial support and familiarisation with what happens on the day over the phone; in person; by video call; or you can access information about their services online by clicking this [link](#). If you would like to utilise their support, then please let me know and I will make a referral for you so they will contact you.
 - *The Crown Prosecution Service (CPS) have shared your name with the Witness Service.*
- I have attached some frequently asked questions and provided a link to the websites for each of the courthouses within Sussex to assist you in planning your time at court.
 - [Lewes Crown Court](#)
 - [Hove Crown Court](#)

- Please watch this video by clicking this link - [Going to Court as a Witness](#) - to see what support options are available to you in regards to attending court. If you have any questions then please let me know.
- Witness Expenses
 - As a prosecution witness, you are entitled to claim certain expenses for your costs towards attending court. Things you can claim for include costs such as travel, meals, overnight stays, loss of earnings, childcare, adult care, and other expenses. To check your eligibility, see what you can claim for and to start a claim visit cps.gov.uk/claim-witness-expenses or for more information dial 01924 205200.

Should you have any difficulties attending the hearing, please contact me as soon as possible. Please can I also ask that you make me aware of any permanent or temporary change in your contact details.

I appreciate that attending court can be worrying, so if there is anything that I can help you with please do not hesitate to contact me. I can be contacted using the contact details at the bottom of this email during our usual opening hours 8am – 6pm.

If you would like details of the support services available in Sussex, then please have a look at Safe Space Sussex by clicking this link - [Safe:Space Sussex](#).

Thank you for your assistance as a witness. Giving evidence is very important and your help is greatly appreciated.

If you would like to know more about how the Police process your information, please see the [Sussex Police Privacy Notice](#).

Kind regards

Please confirm receipt of this email and your attendance at Court.

Good Morning / Good Afternoon

Case Ref:

Case Against:

Offence details:

I am writing to confirm that (WITNESS) is required to attend court on (Hearing Date) at (Name of Court). (WITNESS) is required to attend this hearing in order to pre-record his/her evidence which will later be played back to the jury when the trial starts. They must be accompanied by an adult, and I will contact you before the hearing date to confirm what time they are required to attend.

The purpose of this hearing is to allow (WITNESS) to attend Court to give their evidence at a much earlier stage instead of waiting for the trial to then attend court. Before this hearing, the officer in the case (OIC) will be in contact with you to arrange for (WITNESS) to view their video recorded evidence, also known as Achieving Best Evidence (ABE).

(WITNESS) will not be in the same court room with the defendant as they will be in a separate video link room.

Further information on what Section 28 means and how it is used at court can be found on this GOV.UK news article: [Section 28 in Crown Courts - GOV.UK](#).

What Happens Next?

I will call you in due course to complete a needs assessment. This is your opportunity to raise any questions or concerns you have about attending court, and we will discuss what support is available to you. Meanwhile I encourage you to read through the 'Assistance with Going to Court' information provided below.

Assistance with Going to Court

- The **Sussex Young Witness Service (YWS)** is a specialist service supporting children and young people aged 18 and under who are required to give evidence in a Crown Court trial. YWS have specialist trained caseworkers, volunteers and staff who are able to work with children and young people requiring support during any part of the criminal justice process. The service is confidential and free.
 - YWS supports young witnesses, their families/carers, social workers and keyworkers. In addition, YWS provide home visits, school visits, pre-court visits, support on the day of the trial and post-trial support.
- The **Citizens Advice Witness Service (CAWS)** provides free and independent support for victims and witnesses in every criminal court in England and Wales. They will be present on the day you attend court. They also provide pre-trial support and familiarisation with what happens on the day over the phone; in person; by video call; or you can access information about their services online by clicking this [link](#). If you would like to utilise their support, then please let me know and I will make a referral for you so they will contact you.
 - *The Crown Prosecution Service (CPS) have shared your name with the Witness Service.*

- I have attached some frequently asked questions and provided a link to the websites for each of the courthouses within Sussex to assist you in planning your time at court.
 - [Lewes Crown Court](#)
 - [Hove Crown Court](#)
- Please watch this video by clicking this link - [Going to Court as a Witness](#) - to see what support options are available to you in regards to attending court. If you have any questions then please let me know.
- Witness Expenses
 - As a prosecution witness, you are entitled to claim certain expenses for your costs towards attending court. Things you can claim for include costs such as travel, meals, overnight stays, loss of earnings, childcare, adult care, and other expenses. To check your eligibility, see what you can claim for and to start a claim visit cps.gov.uk/claim-witness-expenses or for more information dial 01924 205200.

Should you have any difficulties with (WITNESS) attending the hearing, please contact me as soon as possible. Please can I also ask that you make me aware of any permanent or temporary change in your contact details.

I appreciate that attending court can be worrying, so if there is anything that I can help you with please do not hesitate to contact me. I can be contacted using the contact details at the bottom of this email during our usual opening hours 8am – 6pm.

If you would like details of the support services available in Sussex, then please have a look at [Safe:Space Sussex](#).

Thank you for your assistance as a witness. Giving evidence is very important and your help is greatly appreciated.

If you would like to know more about how the Police process your information, please see the [Sussex Police Privacy Notice](#).

Kind regards

Some of your questions answered

Q. "Can anyone use the remote link to give their evidence?"

A If you feel that giving your evidence from the remote link is the best option, we will advise the police who will discuss this further with you, however it is up to the Judge to decide.

Q. "Who will be with me at the remote link?"

A You will be allowed to have a family member or adult supporter accompany you to the remote link and wait with you. When it's time to give your evidence, one of our team will be in the link room with you.

Q. "When I give my evidence, who will be able to see me?"

A When you talk to the court over the link, you will only see the Judge, the Prosecution barrister and the Defence barrister. In the court room itself, your picture will be shown on a television screen so that everyone in the court room can see you and hear what you have to say. We can arrange a visit to both the remote link and to a court so that you can see exactly how this will work.

Contact us

Please get in touch if you need support or have any questions.

Contact us on: **01273 474120** or
yws.sussex@victimsupport.org.uk

You can find more information about our service by visiting: **www.youandco.org.uk** or
www.victimsupport.org.uk

Supporting young witnesses in Sussex

Victim Support is the national charity for victims of crime across England and Wales. Here in Sussex we run a service just for young people who are attending a Crown Court to give evidence. The Young Witness Service gives free and confidential support to children and young people who are either victims or witnesses of crime.

How can we help?

Often children and young people won't tell anyone about a crime they have seen or experienced, because they are afraid they might have to come to court and give evidence. We can help take those fears away. We will support you through the Criminal Justice process. Our specially trained and vetted supporters can visit you at home and will help and prepare you for attending court. They will work with you to build your confidence so that you can give your best evidence. Alongside any home visits we can arrange a visit to see a court before the trial to help answer any questions. If the court agrees on the day of trial your dedicated supporter can also come into the court or video room with you whilst you are giving your evidence.



You & Co is Victim Support's youth programme that helps young people cope with the impact and effects of crime

www.victimsupport.org.uk

Registered charity number 298028

Registered address: Victim Support, 1 Bridge Street, Derby DE1 3HZ



Help for young witnesses

**We will help you give your best evidence
- The West Sussex Remote Link**



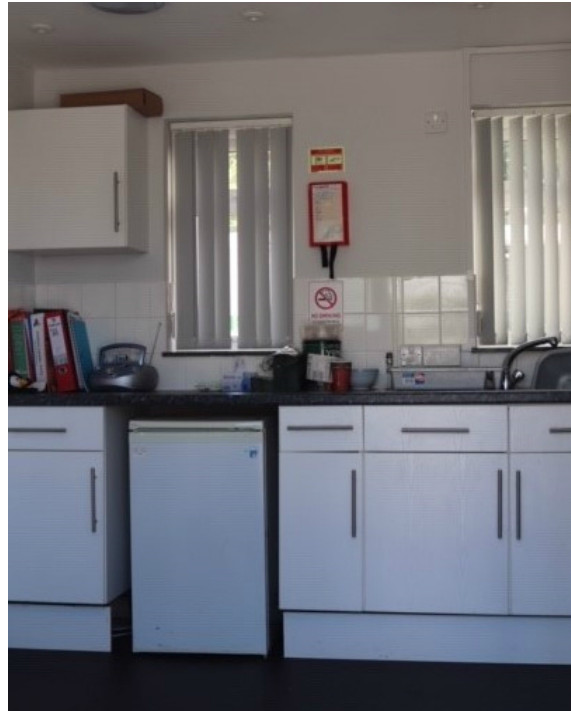
**Sussex
Police & Crime
Commissioner**

The Sussex Young Witness Service and the West Sussex Remote Link site are funded and supported by the Sussex Police and Crime Commissioner.

The West Sussex Remote Link Facility offers a calm environment for witnesses to attend with their family and supporters, enabling them to give their evidence away from the court building. The remote link is based in a house offering those attending the use of excellent facilities whilst waiting to give their evidence.



The house has a kitchen, a number of lounge areas to wait in, disabled toilet facilities and the link room where the witness will give their evidence from.



The facility is adequately supplied with toys and books. These were kindly donated by Bright Spaces who also furnished the suite making it bright and comfortable for witnesses to use.
www.brightspaces.org.uk



There is a garden at the back of the house which can be used if the weather permits, providing much needed space to run around in or just to take a break and get some fresh air.



The video link room is used to link to the court allowing the witness to give their evidence in a separate, quiet room. One of our supporters can sit in the room with the witness while they talk to the court. We always offer a pre trial visit to the remote site a few weeks before the trial so that we can explain how it all works.