



Equality and Diversity Transferee Recruitment

Why are Sussex Police particularly keen to hear from applicants from diverse backgrounds?

We understand that it is important to reflect the community we serve, in order to provide the best possible service to all residents of Sussex, keeping them safe. For that reason we want our future recruitment activity to focus on improving the diversity of our organisation.

In Sussex, despite having a Black and Minority Ethnic (BME) population of 6.3%, as a force we are currently under-represented in comparison to the communities that we serve. We are currently working to increase this representation of our officers and staff who identify as being part of this demographic, as well as increasing representation in senior and specialist roles.

We are currently working with the College of Policing - the professional body to support and guide policing in England and Wales - on a Positive Action strategy to increase our representation from minority groups.

Q: What is Positive Action?

It is about creating a level playing field, by identifying and removing barriers to the recruitment, retention, specialisation and progression of people from under-represented groups, to enable everyone to compete on equal terms.

We are working to change the view of some people who may think they don't 'fit in' to an organisation because of their background or past experiences of an organisation which may have led them to think they wouldn't be welcome as an employee.

Positive action is often confused with positive discrimination. Positive Action is lawful and aims to eliminate unlawful discrimination and promote equality of opportunity (Equality Act 2010); Positive Discrimination is unlawful and generally means employing someone **because** they come from an under-represented group irrespective of whether or not they have the relevant skills and qualifications.

Sussex Police will always employ people based on merit.

Q: How do Sussex Police demonstrate their commitment to Equality and Diversity?

Sussex Police is committed to promoting equality and respect for diversity in the way it serves Sussex both as an employer and public service provider, through the lens of the protected characteristics set out in the Equality Act.

We have senior Equality Champions for each protected characteristic, they engage regularly with the organisation and local communities. This includes of Staff Support groups and public led external reference groups, where views are aired on how service delivery and employment policy impacts in practice.

Further information can be found on www.sussex.police.uk under Equality and Diversity.

Q: What staff support is available at Sussex Police?

Sussex Police has a number of staff led support groups relevant to protected characteristics, as well as working closely with Unison and the Police Federation. The role of the support groups is to fully represent the views and needs of their members, ensuring that these are appropriately addressed.

Support groups also provide specialist support, advice and guidance services to police officers and police staff. We have four diversity staff support groups:

Evolve Gender Equality Support Group;



Gay Police Association Sussex Lesbian, Gay and Bisexual Support Group;



Sussex Police Disability & Carers Association Supporting people with, or affected by disabilities



Race Equality Network Race Equality Support Group.



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