

Katy Bourne OBE
Sussex Police & Crime Commissioner

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**Sussex
Police & Crime
Commissioner**

Councillor Christian Mitchell
Chairman
Sussex Police & Crime Panel
County Hall
West Street
Chichester
West Sussex
PO19 1RQ

11 July 2022

Dear Councillor Mitchell

Annual Report 2021/22

Thank you for your letter dated 28 June 2022.

Firstly, I would like to take this opportunity to thank the Sussex Police & Crime Panel for their positive feedback about my Annual Report 2021/22 and the progress demonstrated against the Public Priorities set out in my Police & Crime Plan 2021/24.

Secondly, thank you for your helpful suggestion to include demographic data about the Sussex population [within the workforce diversity section of the report] to contextualise the position locally. I will ensure that this comparative demographic information is added to the report once the Census 2021 data is published [from October 2022 onwards].

As highlighted at the meeting, Sussex Police remains resolute in its commitment to equality, inclusion and diversity. Ensuring that the workforce in Sussex understands that these principles are fundamental to improving trust, confidence and legitimacy in policing is an area in which that I will continue to hold the Chief Constable. Further information about Sussex Police approach to equality, inclusion and diversity and can be viewed through the following link:

<https://www.sussex.police.uk/police-forces/sussex-police/areas/au/about-us/governance-and-processes/equality-diversity-inclusion/>

I can confirm that Sussex Police have recently recruited a Sustainability Officer to undertake an analysis of the police estate and fleet in relation to the ambitions of the Force (linked to the National Police Chiefs Council strategy) to work towards net zero carbon emissions.

I will also seek to add further information about the measures introduced in Sussex to work toward delivery of the Government's 'Net Zero Strategy' by 2050 to my Police & Crime Plan, as part of the annual refresh, and will include a separate section about the progress made by Sussex Police against these net zero carbon emission ambitions in next year's Annual Report.

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Thirdly, I can confirm that Sussex Police recruited 249 police officers during 2021/22 to deliver the planned increase of 158 officers – comprising 122 officers through Operation Uplift and 30 officers through the precept, plus a further 6 officers to support the South East Regional Organised Crime Unit (SEROCU) – offset against a reduction of 34 externally funded posts at Gatwick Airport Limited and the replacement of those officers who left the organisation during the year. This equated to a net increase of 117 police officers in Sussex during 2021/22.

Sussex Police will recruit an additional 380 police officers across 2022/23 to deliver the net increase of 192 officers required during the year [163 from Operation Uplift, 20 from the precept, plus 9 for the SEROCU]. This will comprise intakes of 76 officers in June 2022, 88 officers in September 2022, 40 officers in October 2022 and further intakes of 88 officers in January and March 2023, respectively.

I would also encourage all Panel members to read the 'Recruitment Update' from Adrian Rutherford, Director of People Services within Sussex Police, that was presented to my Joint Audit Committee on 9 June 2022. The report provides further information about the recruitment plans for Sussex Police in 2022/23, including details about diversity, attrition rates and challenges to recruitment. A copy of the report can be viewed on my website through the following link: <https://www.sussex-pcc.gov.uk/media/6693/it-11-jac-paper-recruitment-update-may-2022.pdf>

Finally, I will ensure that the other points raised by the Panel members at the meeting are addressed as soon as the action list is shared with my office.

I look forward to building on our collective achievements during 2022/23 and beyond.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Katy Bourne'.

Katy Bourne OBE
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