



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

5 July 2021

Dear Councillor Mitchell

Annual Report 2020/21

Thank you for your letter dated 29 June 2021.

Many congratulations again on your confirmed appointment as Chairman of the Sussex Police & Crime Panel. I wish you every success in your new role and look forward to working with you in this capacity throughout my third term of office.

Firstly, I would like to take this opportunity to thank the Sussex Police & Crime Panel for their positive feedback about my Annual Report 2020/21 and the progress that was demonstrated against the policing and crime objectives contained within.

Secondly, thank you for your helpful suggestion to include a section about the assets recovered from criminals through the Proceeds of Crime Act 2002. I will ensure that this information is added to the final version of the report before it is published on my website.

As highlighted at the meeting, I am happy to arrange for Panel members to receive a briefing in respect of the legislative scheme for the recovery of criminal assets. This approach will ensure that members understand better the different elements contained within the Act and the progress that has been made by Sussex Police in this area to deny criminals the use of their assets, recover the proceeds of crime and disrupt and deter further criminality.

Thirdly, in terms of the discussions that were had at the meeting around workforce diversity, I can confirm that all police forces in England and Wales report the ethnicity of their police officers and staff based on the following five aggregated ethnic groups: Asian; Black; Mixed; White and Other ethnic group (including Chinese). The categories used to record disability include 'yes', 'no' and 'prefer not to say'. If no answer is provided by an individual, this is recorded as 'not disclosed'.

I would also like to reassure Panel members that Sussex Police remains committed to promoting equality and respect for diversity in the way that policing services are delivered in Sussex and through its duty as an employer. This is an important area that I will continue to challenge and hold the Chief Constable to account for its delivery. Further information about the Force's approach to equality and diversity can be viewed through the following link:
<https://www.sussex.police.uk/police-forces/sussex-police/areas/au/about-us/governance-and-processes/equality-and-diversity/>

Katy Bourne OBE
Sussex Police & Crime Commissioner

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**Sussex
Police & Crime
Commissioner**

I look forward to building on our collective achievements during 2021/22 and beyond.

Yours sincerely

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

Katy Bourne OBE
Sussex Police & Crime Commissioner