

Committee: Police Committee – For information	Date: 20 th September 2018
Subject: Equality and Inclusion Update	Public
Report of: Commissioner of Police Pol 71-18	For Information
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Summary

This paper provides the Committee with an update on equality and inclusion related activities conducted by the Force since the previous report in April 2018. This report covers activity that has taken place and some information on future plans and actions of the City of London Police. The areas covered by this report are:-

The Eid Event - The yearly Eid Dining Event was held on 29th June 2018 to celebrate the Ramadan Islamic fasting period. The event was organised to show guests how Eid is celebrated by British Muslims and it was a great success.

The Staff Support Networks - The Staff Support Networks are working hard to promote the well-being and development of staff and the community. They are working to promote the Forces message on crime and equality and inclusion.

The Community Engagement Review - The Police Community Scrutiny Group and the Independent Advisory Group (IAG) are being reviewed and revised to enable us to meet our communities' individual needs. We would like to build on our current relationships and learn from new relationships. A campaign has started to promote the new model of community engagement. As a force we are looking to increase the diversity of our Community Engagement Groups. The Equality & Inclusion Manager has been reaching out to community groups to promote our community engagement and to also use it as a tool to build positive relationships and contacts.

Talent Development Working Group Event - The Talent Development Working Group work was established by the Organisational Development Team and a Chief Superintendent to overcome any barriers to individual development. In July they launched an event to showcase all opportunities to staff.

Equality & Inclusion Forum: The E&I Manager has implemented a new

Equality & Inclusion Forum that all the Staff Support Networks and Trade Union Congress (TUC) are invited to. The first meeting took place on the 26th April 2018 and the terms of reference were agreed.

E&I Strategic Board - The Assistant Commissioner (AC) has agreed for staff to have Employers Network for Equality & Inclusion (ENEI) membership, work experience is to be formalised and the vacant Diversity Champion roles to be advertised.

Gender Pay Gap Data- Owing to a drafting error this data has been revised and republished on the website. Data for Civilian Staff has been requested from the City of London Corporation.

NPCC Workforce Plan 2017 - 2025 - A draft copy of the National Police Chiefs Council (NPCC) Workforce Plan has been circulated to all Police Forces in the UK and they have asked for feedback.

Recommendation

It is recommended that this report be received and its content noted.

Main Report

Background

At the committee meeting the Commissioner undertook the task to provide members with a quarterly written update on matters relating to the equality, diversity and inclusion portfolio. This report highlights the work that is being carried out across the force in relation to the above and it provides an update since the last report to the committee.

1. The Eid Dining Event - The yearly Eid Event took place on the 29th June 2018 at the Guildhall. The event was very successful and it was attended by stakeholders, members of the community and staff. The event was organised by the City of London Police Muslim Association (AMP) and the City of London Corporation. The event was to reflect how Eid is celebrated by British Muslims in the UK. The evening was opened by the AMP Chair who welcomed everyone. Prayers were performed by a Muslim Priest and an explanation was provided to all guests to explain the history behind Eid and Islam. The Commissioner welcomed all the guests to the event. During the evening, there was a comedian, a talk about the Muslim soldiers who had fought in various wars for various countries, a poem reader and a talk from a Muslim convert who talked about her journey to Islam.

2. Staff Support Networks - Staff Support Networks (SSN) are actively working to support staff and the business concerning development and well-being.

- **The Association of Muslim Police (AMP)** held a community Eid event in the City with residents who were unable to attend the Eid event. This event was used to promote the Force and community engagement. Members of the community had the opportunity to ask questions about policing and raise any concerns they had. Before the Ramadan period started, the AMP created Ramadan guidance for all managers and operational staff. The guidance allowed members of staff to understand the impact of fasting on staff and managers. Guidance was also provided to our operational teams and units to understand the impact of fasting on detainees and members of the public who come into contact with the police. AMP members made themselves available to members of staff to provide any advice or additional support.
- During August the AMP provided assistance for Hajj fraud that was being committed against Muslim pilgrims. In Islam, all Muslims (who are able) should attend the pilgrimage to Mecca (the fifth pillar Islam). Hajj is at the same time of year for all Muslims and the Hajj journeys are organised by tour operators. Unfortunately this attracts fraudulent operators. The AMP representatives attended UK Airports to speak to pilgrims and members of the community who were affected to provide support and guidance. The AMP representatives knew that some victims would not come forward because they would view it as a 'Gods will' or they would not come forward to the police to report the crime. To encourage victims to come forward, the AMP representatives actively engaged with tour operators, airlines and members of the public to promote awareness and the fraud prevention campaign that City of London Police (CoLP) had already started. The AMP representatives support in this matter was additional to the press and community campaign that also took place.
- **The Health and Well-Being Network** organise a number of exercise and nutrition events to help staff with their physical and mental well-being. They hold events concerning healthy food groups, quick healthy meals, yoga, boot camp exercise classes and health checks. A number of Staff Support Networks work together on issues that cross over. The Health and Well-being Network is currently working with the Women's Network on a number of these initiatives.
- **The Women's Network** has been promoting a number of events for development career opportunities for Women and all staff. They are currently exploring ways to attract more women officers to apply for Police Motorcyclists roles.
- **The Black Police Association** is promoting events for staff to develop themselves and they have held events with guest speakers, who discuss opportunities to help staff develop and learn. The BPA and the Race Champion wrote an article in remembrance for the anniversary of the murder of Stephen Lawrence.
- **The Men's Network** has drafted their constitution and logo. Men's well-being is being highlighted in the media to raise awareness. Male suicide is still higher than women's in the UK. The E&I Manager received a letter from a member of the public in support of this newly created Men's Network having lost two male family members, one of whom was a serving police officer.

3. Community Engagement Review - The Assistant Commissioner and the Commissioner directed that a review be undertaken on how CoLP undertakes community engagement with a view to building on current relationships within the community to ensure we are meeting everyone's individual needs. CoLP is looking to diversify its' Community Scrutiny Groups and the Independent Advisory Group (IAG) by amalgamating them into one City of London Police Community Group (CPCG). There will be a Chair, Deputy Chair, Special Interest Area lead members and then the CPCG and IAG members. We would like our community members to be our critical friends so that we can learn from one another. Superintendent Community Policing wrote a personal article asking for members of the public to put themselves forward, in the City Matters newspaper. The next step is to recruit new members using different methods including social media and personal interaction. Social media is very good for the younger generation but CoLP is mindful that some members of the community appreciate a more interactive approach. The E&I Manager has already engaged with members of the community in the Mansell Street Estate and with the Kings Cross Brunswick Neighbourhood Association (KCBNA) who work with communities by providing activities for the communities to attend. They have an Older Peoples Group, Youth Team, Bangladesh Community Group, Chinese Community Group and a Somali Community Group. The KCBNA Youth Worker has agreed to work with us on Stop & Search and our community scrutiny groups.

4. Talent Development Working Group: The Talent Development Working Group (TDWG) was created to assist in delivering the Talent Development Strategy. It is led by one of the Chief Superintendent's and a member of the Organisational Development team. The aim of the group is to encourage staff to address barriers around development and learning. Staff were encouraged to post questions to the TDWG on progression and development. The feedback was reviewed by the group to ensure they met everyone's needs. On the 10th July 2018, the group developed and delivered a developmental event at Rolph Hall. A number of stalls were set up to promote individual developmental opportunities currently available to staff, such as Mentoring, Well-being, Staff Support Networks, HR, Learning & Development and a College of Policing Stall. A significant number of Police Civilian staff attended and they provided positive feedback on the event, however the number of operational staff that attended was less which was disappointing. The TDWG is now looking to host the events at times that are more suitable to operational staff and they are also planning to deliver this event every 6 months.

5. Equality & Inclusion Forum: The E&I Manager has implemented a new Equality & Inclusion Forum that all the Staff Support Networks and Trade Union Congress (TUC) are invited to. The first meeting took place on the 26th April 2018 and the terms of reference were agreed. It was agreed that that meetings would be held quarterly and be confidential to enable representatives to raise equality matters without any reservations. The actions and proposed solutions are agreed and fed into the E&I Board chaired by the Assistant Commissioner. The E&I Manager is currently networking with the MPS Staff Support Networks with the aim of working together more to share best practice and provide staff with access to other Staff Support Networks that we do not have, for example a Jewish Network and a Sikh Network. The aim is to provide all staff with opportunities to learn and develop. We might not have enough staff members to create our own Sikh Network or Jewish Network but it

shouldn't hinder the minority of staff who may feel affected. The next meeting is due to be scheduled for the end of September 2018.

6. Equality & Inclusion Board Meeting: The Equality & Inclusion Board meeting took place on the 2nd May 2018.

- Membership for the Employers Network for Equality & Inclusion (ENEI) was agreed for all staff members to get support and development.
- It was agreed that the Force would re-advertise for the vacant Diversity Champion positions to members of staff who are at least an Inspector rank or grade equivalent. The purpose behind the decision was to enable the Champions to be of a suitable rank to support staff when conducting their diversity work. Many Inspectors moved departments recently and once staff have settled in their new role, this will be taken forward.
- A formal decision to have individuals on Work Experience was agreed at the E&I Board. In the absence of any written process, a decision was made to formalise a process to enable CoLP to see how students feel about policing and if the work experience influences their decisions and opinions on policing. The E&I Manager has set up a working group consisting of staff who had previously arranged work experience on an ad hoc basis, to learn from their experiences and problem solve. The working group is already formed and networking with other stakeholders has also started. Providing work experience is very resource intensive and to ensure we can meet this need, work experience opportunities will need to be managed and balanced with the needs of the organisation. There are a number of elements of work experience that we can provide. The City of London Corporation are also reviewing their work experience process and we will be exploring whether the Force can work collaboratively to provide students with more opportunities. CoLP has created a vetting guide for students to help them with the vetting process.
- The Equality & Inclusion Manager has emailed the City of London Corporation to request and enquire about apprenticeships.

7. Gender Pay Gap Data: When the Gender Pay Gap data was published, this was on a template that was provided to us to ensure consistency across 32 London boroughs. The template was unfortunately worded incorrectly and this has now been corrected and published on the CoLP website. The E&I Manager has requested the Police Civilian Staff Gender Pay Gap Data from the City of London Corporation. Once this information is made available to us, it will be made available. The updated chart is below.

Statutory part of template (data that must be provided under the Equalities Act)			
Pay rates	Gender pay gap - the difference between men's pay and women's pay as a percentage of men's pay		
Mean hourly rate	2.7%		
Median hourly rate	0.3%		
Pay quartiles	Women	Men	Total
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	18%	82%	100%
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	25%	75%	100%
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	15%	85%	100%
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	36%	64%	100%
Bonus pay	Bonus Gender Pay Gap - the difference women's bonus and men's bonus as a % of men's bonus		
Mean bonus	22%		
Median bonus	0%		
Bonuses paid	Women	Men	
Who received bonus pay	1%	1%	

NPCC Workforce Plan 2017 - 2025

8. National Police Chiefs Council (NPCC) has circulated the final version of the Equality & Inclusion Workforce Plan 2017 - 25 to all Police Forces. This document will be used to help the Force measure progress with recruitment, progression, retention and well-being. The final version has been circulated by the HR Director to the HR

business leads. The Force is also currently finalising our workforce data which will be published as soon as possible.

Conclusion

9. The Force will continue to work on embedding Equality and Inclusion themes in the culture of the organisation by creating an inclusive environment. These regular reports to your Committee ensures oversight in this very important area of business.

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