

<b>Committee(s):</b> Police Committee- For information	<b>Date(s):</b> 24 <sup>th</sup> January 2019
<b>Subject:</b> Quarterly Equality and Inclusion Update	<b>Public</b>
<b>Report of:</b> Commissioner of Police Pol 02-19	<b>For Information</b>
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### Summary

This paper provides your Committee with the quarterly update on Equality and Inclusion related activities conducted by the Force since the previous report in September 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:-

**Community Engagement Review** – The new Community Scrutiny Group model will be flexible, empowering and engaging.

**The new Community Scrutiny Group and recruitment of new members–** The recruitment for the new Community Scrutiny Group will commence in January 2019 and will involve recruiting to three different CSGs; Adult CS, Youth CSG and Ad –hoc CSG.

**The Independent Advisory Group** – The Independent Advisory Group (IAG) will remain as is at present. The Community Policing Team is currently engaging with the IAG on the best way for it to assist the Force in its advisory capacity.

**NPCC Work Force Plan 2017 – 2025** – The final version of the National Police Chiefs Council (NPCC) Workforce Action Plan has been agreed and it has been circulated to all UK Police Forces.

**The Equality & Inclusion Forum Update** – The Staff Support Networks will be working closer together on diversity and equality issues within the force and externally.

**The Force BAME & Gender Positive Action Plan** – The Staff Support Networks will be working together to deliver the plan.

**Public Sector Equality Duty Report** - The Force has started to prepare the 2018 return, which will be published shortly.

### Recommendation(s)

It is recommended that Member note the report.

## **Main Report**

### **Background**

1. The Commissioner undertook 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 your September 2018 Committee.

### **Community Engagement Review Update**

2. As reported previously, the Force has been reviewing their community engagement over the past year to ensure they are capturing the views of the community and people they serve. It is important to the Force, to create the appropriate environment for members of the public to feel valued, heard and understood. The Force want the new Community Scrutiny Group (CSG) to empower the community. Community members will feel they are able to influence, challenge and understand how their community is policed and protected. The Force will be adapting and adjusting the CSGs to meet the needs of the communities and the Force, by working together.
3. There is currently the Independent Advisory Group (IAG), Community Surgeries (CS) will be a Community Scrutiny Group (CSG) once recruited to. The Community Surgeries remain as they are as they work in the current format. The Force is moving forward with the changes for a CSG and the recruitment of new members. The new CSG members will be trained and educated on policing activities by the Force, to enable regular CSG members to critique policing issues and work with the Force more effectively. Cyber-crime is increasing and the Force is aware that it is likely to be one of the main concerns businesses have. Members will be aware from other reports that Cyber Griffin has been created to educate and safeguard businesses and individuals through awareness and education. Where businesses face non cyber-crime issues, they can attend a CSG that will address all general policing matters that affect them, but if a request is made for a CSG meeting to be arranged just for businesses, the new CSG flexibility will allow for a meeting to take place to meet this need.
4. The Force would like the CSG make up to represent the diversity of Greater London. They have looked at the diversity demographic of the City of London (the City) to use as a baseline for CSG membership. According to the Economic Development Research team at the City of London Corporation (CoLC), in 2011, 39% of the City's workforce were female (compared to 61% male) and 21% of the City's workforce were Black, Asian or Minority ethnic (BAME) (compared to 79% non-BAME). According to Chief Constable Gareth Wilson, the lead on diversity for the National Police Chiefs Council (NPCC), the *'Latest figures show that only 7% of police officers are from a black or minority ethnic (BAME) background, compared to 14% of the population as a whole. None of the 43 forces in England and Wales has at least the same proportion*

*of BAME staff as the communities they police. Nowhere is that race gap worse than in the Metropolitan police. London's 40% BAME population is policed by a 14% BAME police force, leaving the Met thousands of officers short of where it needs to be'.* The Force would like the new CoLP CSG membership to represent the diversity make-up of the City and Greater London. The Force will therefore be advertising to recruit from the City and Greater London to attempt to reflect the diversity of the population. This will however largely depend on who applies.

5. Currently, the Community Scrutiny Group (CSG) and Independent Advisory Group (IAG) are run and managed separately. The Force considered the amalgamation of both groups, but this position is being reviewed again. In light of this, the Force will move forward with the recruitment of the new CSG members only.

### **The New Community Scrutiny Group**

6. The aim is to have three CSGs. An Adult CSG, a Youth CSG and an ad hoc CSG. The new Adult CSG will represent and meet the needs of all community groups. The CSG will focus on topics such as Stop & Search, Use of Force, Complaints, scrutiny of use of spit-hoods, and police training. The Force will also be creating a Youth CSG that will cover the same topics as the Adult CSG but it will reflect the views of those aged between 14 years and 20 years. To help assist with understanding and learning, the Force will provide the groups with a presentation of the subject matters. The two groups will be separate because the Force want to provide an adequate platform for members to have freedom of expression and challenge.
7. Due to the different and various community needs, there will also be an opportunity for ad hoc CSG that will solely cater for the needs of certain community groups. For example, the Mansell Street Estate community group is happy to engage with the Force, as long as they respect and maintain their religious and cultural needs. This group is predominately occupied by Asian females who speak limited English and who for cultural reasons will not engage with unrelated males. A CSG will be managed at a location, time and date, of the residents' choice. They will discuss policing activities and this will be managed and arranged by a resident who will act as a police community liaison representative. The Force has managed to recruit a young female resident, who is bi-lingual (Bengali & English) and who is happy to act as the police community liaison representative. Another example is, Business members may feel that a CSG meeting should be held only for businesses and companies because they are all facing the same policing issues. The Force is mindful that businesses may not want certain issues addressed in a public forum because it could damage their businesses or reputation. The Force respects and understands such needs, and will offer a platform of engagement that allows positive engagement and healthier relationships to be built. Ad Hoc CSG will be held when community members request it and in conjunction with the Force. The Force will be open and flexible to enable them to adopt and change to meet the community's needs. The new CSG will allow members to manage and change CSG meetings to meet their needs.

8. There will be three types of members for the Community Scrutiny Group (CSG). **Regular Members**, **Youth Members** and **Walk-in-Members**.

- **Regular Members** are adult community members who commit to the role for at least one year. They will be trained and security cleared (vetted) by the Force. They manage and run the Community Scrutiny Group and hold roles such as the Chair, Vice Chair, Minute taker and if necessary, Lead Representatives (for Complaints, Stop & Search, Use of Force, Vulnerability (this list is not exhaustive)). They can also raise policing matters they want to discuss at the meetings. The CSG regular members will decide when meetings will be held (in conjunction with the Force). The Force will maintain a working relationship with the CSG members who have set roles, community representatives and leaders to keep up to date with raising issues and concerns.
- **Youth Members** will form part of the Youth Community Scrutiny Group, which is identical to the Adult Community Scrutiny Group, but will be managed by community Youth Members (aged 14 years to 20 years). They will be trained and security cleared (vetted). The Youth Community Group's meetings will be held outside of school or higher educational hours to allow for attendance (e.g. 4pm to 5pm or weekends). The time and dates for the meeting will be decided by the Youth Community Group Members, in conjunction with the Force. Being part of this Youth CSG will allow members to develop skills that they may not be able to develop at school or in higher education.
- **Walk-in-Members** are community members who are not able to commit to the Regular Members or Youth Members role, but attend when they can. They do not have any dedicated roles, but they can contribute to the meetings discussions.

### **Communication & Updates of Community Scrutiny Group Activities**

9. The dates and times of the Community Scrutiny meetings will be published on the Forces website. The community page will advertise when CSG meetings will take place, the subject matters to be discussed and the minutes from previous CSG meetings. The Force will ensure the minutes on the website are General Data Protection Regulations (GDPR) compliant and risk assessed. The Force has various communication tools (e.g. email, social media) which will assist members and interested parties to contact them with ease. All CSG activities will be shared and promoted with all officers and staff, to enable the regular promotion to members of the public.

### **Community Scrutiny Group Recruitment Campaign**

10. To recruit new members for the new Community Scrutiny Group (CSG) the Force will be publishing recruitment adverts using social media and traditional campaigning methods (posters, leaflets, attending community events, schools, charities etc.) The campaign is scheduled to start in January 2019 and the continuous promotion will be based on the responses and take-up of community

members. The Force have engaged with various City organisations and establishments. For example, a meeting was held with a City of London Corporation (CoLC) Strategy Officer from the Department of Community and Children's Services to discuss involving their youth groups with the Youth Community Scrutiny Group. The Force will be engaging with existing youth groups and approaching secondary schools and colleges in the City to recruit members. The adverts will be shared with all City wards, CoL, libraries, community centres, in businesses and charities. Community Police Officers will be engaging with community members and business to promote the new service.

### **Independent Advisory Group Update**

11. The Independent Advisory Group (IAG) will remain in its current form. There are currently 8 members including the Chair. The Superintendent and Chief Inspector of Communities Policing are currently working with the IAG on how that group can be best utilised to inform and develop community engagement. The Force will keep the Committee updated with any future developments.

### **Cyber Griffin – Businesses & Cyber Crime awareness in the City**

12. Member will be aware from previous reports to your Committee of the Cyber Griffin initiative. The City is home to 24,420 businesses and it accounts for 46% of all London's financial services employment. The Force is the national lead for Cyber Crime which is one of the fastest growing crimes to affect the globe. To address this, Cyber Griffin was created. Cyber Griffin is an initiative that helps businesses and individuals in the Square Mile protect themselves from cyber-crime. All services are free and are designed to reach those with very little knowledge of cyber-enabled crime threats, all the way up to individuals who hold IT security and risk roles. The service is delivered in three different formats to cater for individual needs. This is carried out through Briefings, Business Continuity advice and table top exercises. Further details on this initiative are available on the Force website. This initiative plays a significant part in the Force's overall Community Engagement.

### **National Police Chiefs Council (NPCC) Equality, Diversity & Inclusion Action Plan**

13. In 2017 Police Equality leads collectively worked on a National Police Chiefs' Council (NPCC) national equality, diversity and inclusion delivery plan. The NPCC Action Plan will focus on all aspects of equality, diversity and inclusion in each police force. The NPCC Policing Vision 2025 states that (by 2025) policing will be a profession with a more representative workforce that will align the right skills, powers and experiences to meet challenging requirements. *"To create a culture that values difference and diversity." Attract and retain a workforce (that) will better reflect its communities" and "continuing work to build a culture which values difference."* The plan is a template for Chief Constables to provide leadership and cultural change in order to deliver NPCC Vision 2025. It should ultimately be the framework for which Mayors/PCC's hold Chief Constables to account for delivery.

14. The delivery plan sets out the key components to successfully achieving the vision by focusing on:
- Leadership and Culture
  - Attraction/Recruitment
  - Retention
  - Progression
  - Wellbeing and fulfilment
  - Exit from service with dignity
15. There are key interdependencies that the service also has to consider through the lived experience of our communities and Staff in order to achieve the vision and success on the delivery plan.
- Use of force
  - Tackling hate crime
  - Prevent
  - Stop and Search
  - Conduct and Performance
16. This requires leadership to ensure disparity especially on the grounds of race is tackled across these interdependencies. The Force has been populating the NPCC Action Plan with their current activities and future activities. The Staff Support Networks (SSNs) activities will also be added to this plan because it will be used as an assessment tool for future inspections. Once the NPCC Action Plan has been completed, it will be shared at the Equality & Inclusion Board chaired by the Assistant Commissioner and attended by the Lead Member for Equality and Inclusion.

### **Equality & Inclusion Forum**

17. The last meeting of this forum was held on 24<sup>th</sup> October 2018 and was attended by Staff Support Networks representatives, the Police Committee Equality and Inclusion Lead Member and a representative from the Police Authority. Discussions included collaborative working with the City Corporation Staff Support Networks (SSN) on certain equality issues to enable them to be more cost effective and resourceful. The LGBT Chair at the Corporation attended the meeting and was keen for the Force and the CoL to work more closely together in this area. The Equality & Inclusion Manager (E&I Manager) attended a BAME workshop that was held by the City of London Corporation BAME Staff Support Network and met with the new BAME Chair. A positive discussion was held with the aim of working more closely together. This is currently on-going.
18. The NPCC Action Plan template was shared with the group for information. Each SSN will have their own action plan of the work and activities they have undertaken and plan to undertake. Some SSN activities will be conducted in partnership with other SSNs.

**Disability Network (DEN) & Health, Men's Network, Christian Network and Well-being Network:** Will work on mental health, well-being at work, physical

health and education. DEN is currently working on an Autism Card that will facilitate officers and front-line staff to communicate better with people who are autistic. The Autism Card is currently being reviewed by the Metropolitan Police Service (MPS) and British Transport Police (BTP). The Health & Well-being Network are promoting well-being sessions of healthy eating, how to give up smoking, managing difficult sleep etc. The SSNs will use the diversity data to promote awareness of mental and physical health at work. They will ensure the current policies and procedures support the physical and mental needs of all staff.

**Women's Network & LGBT Network:** Will focus on progression and recruitment, retention and progression of females and the LGBT staff and officers. The Women's network as part of this work has held female empowerment courses and developmental courses. They will look at implementing mentoring programmes, job shadowing and changing the wording of recruitment campaigns to encourage more applications from females and the LGBT community. The LGBT Network has been providing education and training on Transgender people. Transgender training is now part of the Custody Management training course.

**Black Police Association (BPA) & Association of Muslim Police (AMP):** Will focus on progression, recruitment and retention of BAME staff and officers. They will create a mentoring programme for BAME staff and officers to progress and develop themselves. They have previously delivered mentoring, training and self-development courses. They will attend the CSG meetings to build on community engagement with the BAME community.

### **CoLP BAME & Gender Positive Action Plan**

19. The Force is currently writing their public sector equality duty report, which provides the equality data for their workforce. The Force will be using this data to influence their BAME and Gender Positive Action Plan. The aim of the plan is to embed equality, diversity and inclusion into the culture by making it everyone's responsibility. The BAME & Gender Positive Action Plan is currently in the early stages and will be adapted to meet their diversity needs. The Force is currently looking at the first two stages of embedding diversity within the Force.

#### **Stage One:**

- The equality data will be broken down by gender, race and disability. The data will be divided by directorate to help understand each directorate's diversity representation. Each Directorate Head will be provided with the equality data for their directorate and they will be asked a number of diversity questions. The questions will help them understand each directorate leader's perspective (for example, did they know what their directorate looked like, do they face any internal barriers to diversity and how they would diversify their directorates).
- The staff survey results and cultural feedback sessions (conducted with staff), is currently being reviewed by the HR Organisational

Development (OD) Team and the Chief Inspector (CI) for Her Majesties Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) team. The OD team, CI for HMICFRS and the E&I Manager will meet to see if the cultural feedback and diversity data correlate, to help them understand the diversity representation in the Force.

- The E&I Manager is currently working with the Chief Superintendent (CSI) for Economic Crime (who is also leading on the Talent Development Programme), to establish how cultural issues can be removed and addressed. For example, what courses assist with progression and development, reviewing the equality data of students who attend training courses and review the equality data of which students pass or fail the courses. They will review why certain police roles have set criteria's for eligibility. This will help them to identify any unconscious biases, patterns or trends in behaviour.
- The Staff Support Networks (SSN), the HR Business Partners (HRBP) (who are aligned to each SSN) and the E&I Manager, will collectively strategise on what activities will take place to diversify from within. The activities will be populated onto a BAME & Gender Positive Action Plan, which will be taken to the E&I Board for direction and support. The SSN will be paired up or grouped together, to tackle certain protected characteristics. They will be guided by the HRBPs to ensure they have the correct resources in place to support each recommended activity.

## **Stage Two**

- All staff to be given prior notice of any future recruitment and promotion Boards to allow staff to prepare and get support for the applications.
- HR & E&I Manager to identify how many staff are eligible for promotion to create reasonable targets to achieve with internal diversity.
- All roles to be reviewed and listed as Police Officer rank only, Police Staff grade only and Police officer/Staff roles. There is currently a clear career structure for Police Officers. Police Staff do not have the same career structure in place and this need to be explored.
- Review the recruitment process to ensure it is the same for internal and external staff.
- Training to be provided to all SSN representatives on the new College of Policing Competency and values Framework, which is used to mark application forms and competency examples. This will provide staff/officers with another avenue of support if they wish to apply for a post that they want to keep private.
- Promote all the different types of roles in the police on the external website. This will enable members of the public to see that not all police jobs are shift-working, full-time and non-flexible. List the staff friendly policies on the recruitment page. Look to recruit new staff and officers at recruitment fairs that are held in local schools, colleges and FE establishments. Hold open days in the local community to promote the Force and police roles.
- Attend colleges, schools and universities to promote policing, the various roles and future vacancies.



- Look to advertise Police Officer transferee roles with Staff Support Networks in other Police Forces.

### **CoLP Public Sector Equality Duty Report**

20. Every year the Force provides a diversity return that reveals the diversity of its workforce. In previous years, the yearly return has differed in presentation style and format to the City of London Corporation (CoL). This year the Force plans to follow the format of the CoL presentation style and format. The report is currently being drafted and will be published shortly.

### **Conclusion**

21. The Force continues to work on Equality and Inclusion issues, with oversight through the E and I Board chaired by the Assistant Commissioner. Acting on the feedback from the external benchmarking exercises assists the Force to incorporate best practice into its processes. Regular reporting to your Committee ensures the Committee is informed and is able to perform its scrutiny role on Force performance in this important area.

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