

<b>Committee(s)</b> Performance and Resource Management Committee- For Information	<b>Date(s):</b> 21 <sup>st</sup> June 2019
<b>Subject:</b> BAME Draft Action Plan 2019-2025	<b>Public</b>
<b>Report of:</b> Commissioner of Police Pol 49-19	<b>For Information</b>
<b>Report author:</b> Assistant Commissioner Alistair Sutherland	

### Summary

At the November 2018 meeting of your Committee, the Assistant Commissioner undertook to provide Members with the Force BAME Action Plan (OR 19/2018/P). This document has been in development throughout this period. It is still a draft Plan and is in the process of being circulated to relevant stakeholders for consultation, including the Staff Support Networks. Departmental owners for the actions are being proposed and agreed and the plan is to present it at the Force's next Equality and Inclusion Board on the 24<sup>th</sup> June 2019 chaired by the Assistant Commissioner.

Chief Inspector McKoy who is the current lead on the plan, has been working with colleagues from Human Resources and Organisational Development to develop and finalise the plan.

The plan has been drafted based on the National Police Chiefs Council (NPCC) Workforce Representation, Attraction, Recruitment, Progression and Retention Toolkit 2018-25.

### Recommendation(s)

It is recommended that Members

- note the report and the draft plan
- provide appropriate and constructive feedback if desired to the lead contact Chief Inspector McKoy by 23<sup>rd</sup> June

### Main Report

#### Background

1. The Force has long recognised the need to improve its performance in certain areas of Representation, Attraction, Recruitment, Progression and Retention of the Workforce and has had previous iterations of a BAME Action Plan. Owing to developments nationally with the production of an NPCC toolkit and an increased impetus on recruitment after a prolonged period of recruitment freeze because of austerity, the Force has refreshed its approach to improving its performance in this area.

2. At your November 2018 meeting of the Performance and Resource Management Committee, as borne out in previous HR Monitoring Reports to your Committee, it is evident that the Force still needs to do further work in this area and the Assistant Commissioner undertook to bring the Force's refreshed BAME Action Plan back to the Committee 6 months from the November Committee for Members information.

### **Current Position**

3. The refreshed plan is still a draft Plan but is in the final stages of development. It is in the process of being circulated to relevant stakeholders for consultation, including the Staff Support Networks. Early feedback has already been received from key staff internally on the plan including better identification of actual deliverables and outcomes. Departmental owners are being discussed and agreed with the Assistant Commissioner (AC) and the plan is to present it at the Force's next Equality and Inclusion Board on the 24<sup>th</sup> June 2019 chaired by the AC.
4. The plan has been drafted and based on the National Police Chiefs Council (NPCC) Workforce Representation, Attraction, Recruitment, Progression and Retention Toolkit 2018-25.
5. The Force has been realistic in its objectives and set the plan to focus on 5 priority areas which are key for the City of London Police, they are Attraction, Selection, Development, Retention and Progression.
6. Delivery of the Plan will be monitored at the Force Equality and Inclusion Board.

### **Corporate & Strategic Implications**

7. The BAME Action Plan supports the *City of London Police Corporate plan objective*:

- **To have an innovative, skilled and agile workforce** in a culture that supports and empowers our people.

Which in turn supports the objective:

- **To make the City of London the safest city area in the world**, regarded as a centre of excellence for protective security.

8. The BAME Action Plan supports the *City of London Corporation Corporate Plan objective*:

#### **To Support a thriving economy**

- We have access to skills and talent we need.

Which in turn supports the objective:

#### **To Contribute to a flourishing society**

- People are safe and feel safe.

## **Conclusion**

9. The Force is keen to improve its performance in the recruitment, retention and progression of BAME officers and staff and recognises that this is key to representing the community it serves.

## **Appendices**

- Appendix 1 – Draft BAME Action Plan

### **Contact:**

**Hector McKoy (on behalf of the Assistant Commissioner)**

*Chief Inspector I&I*

*T: 020 7332 2582*

*E: [Hector.Mckoy@cityoflondon.pnn.police.uk](mailto:Hector.Mckoy@cityoflondon.pnn.police.uk)*