

<b>Committee:</b>	<b>Dated:</b>
City of London Police Authority Board	25 March 2021
<b>Subject:</b> Police Authority Board Diversity and Inclusion Policy Statement	<b>Public</b>
<b>Report of:</b> Town Clerk & Chief Executive	<b>For Decision</b>
<b>Report author:</b> Rachael Waldron, City of London Police Authority	

### Summary

The Tackling Racism Taskforce (TRT) established in June 2020 and tasked to consider what the City of London Corporation does to tackle racism and promote better economic, education and social inclusion across all its activities. The policy statement below sets out the Police Authority Board's response to the Tackling Racism Taskforce Review and the recommendations; as well as outlining the Board's key initiatives and legal duties in respect to the Equality Act (2010).

### Recommendation

Members of the Police Authority Board are asked to:

- agree the policy statement set out in Appendix 1;
- agree that the implementation of the policy statement and related Tackling Racism Taskforce recommendations (see Appendix 2) be monitored quarterly by the Police Authority's Professional Standards & Integrity Committee.

### Main Report

1. The policy statement set out in Appendix 1 seeks to draw upon the recommendations put forward by the City Corporation's Tackling Racism Taskforce, in light of wider national conversations around policing and the need to ensure greater diversity across police workforces. This policy statement outlines the Police Authority Board's commitment to work alongside the City of London Police (CoLP) to ensure that the Force is representative of the wider community that it serves, at every level of its recruitment, retention and working practices. It is proposed that the implementation of the policy statement and related Tackling Racism Taskforce recommendations (see Appendix 2) be monitored quarterly by the Police Authority's Professional Standards & Integrity Committee.

### Appendices

- Appendix 1 – Police Authority Board Diversity and Inclusion Statement
- Appendix 2 – Tackling Racism Taskforce Police Workstream Key Recommendations

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## **Appendix 1**

### **Police Authority Board Statement on Diversity & Inclusion**

1. The City of London Police Authority Board believes that successful policing is policing by consent. To maintain this, policing must have public support; to achieve public support, policing must have public trust. Respect for equality, diversity, inclusion and human rights is essential in maintaining high levels of public trust and confidence in policing.
2. The Police Authority Board is committed to ensuring equity, inclusion and fairness for all across CoLP's workforce, partnerships and the services it provides to the public. We recognise that a successful police service is one which is truly representative of all the communities it serves – at every level and in every facet of its work. We support the work CoLP has undertaken in this area to date through its Equality and Inclusion Strategy.
3. The Police Authority Board plays a vital role in helping the City of London Police (CoLP) to build and maintain public trust. In undertaking this role we will continue to:
  - i. ensure equality of opportunity;
  - ii. eliminate bias;
  - iii. embed diversity and inclusion; and
  - iv. maintain a zero tolerance to racism.
4. The Police Authority Board undertakes its duties in this area with the utmost seriousness. Embedding diversity and inclusion and eliminating bias requires continuous review, education, training and monitoring by both policing and the bodies that have oversight of policing. Both the Police Authority Board and its Professional Standards & Integrity Committee ensures complaints with any racial allegations are closely scrutinised, monitors diversity in officer and police staff numbers, and ensures that stop and search data is published and monitored by external bodies.
5. The Police Authority Board is committed to building on the positive work CoLP has undertaken to address issues of inequality and inclusion. We strongly endorse the City of London's Tackling Racism Taskforce's Report's recommendations regarding CoLP and will take meaningful steps to address the barriers to equality outlined in the report and ensure other actions are addresses in this area. This will include:
  - i. Challenging the Force to recruit at least 40% BAME officers for the remainder of the Home Office uplift programme and to use other recruitment processes to address gender imbalances and ensure representation of all protected characteristics in the Force;
  - ii. Monitoring the Force's Equality and Inclusion Strategy on a quarterly basis, to ensure that commitment to diversity and inclusion is reflected in CoLP's workforce and its community engagement;
  - iii. Ensuring that in the forthcoming recruitment of a new CoLP Commissioner we will apply Section 159 of the Equality Act 2010 when shortlisting candidates, in order to encourage applicants with protected

- characteristics that are underrepresented to apply, and we will urge the Force to consider doing the same for all senior appointments with immediate effect;
- iv. Introducing annual training for the whole Board on equalities and inclusion; and
  - v. Ensuring that the Board is representative of all of the communities we serve in the Square Mile.
6. The Police Authority Board is committed to ensuring that legal obligations under the Equality Act 2010 and associated Public Sector Equality Duty (PSED) are met by the Force and the Police Authority. We will do this by:
- i. Introducing measures to ensure that there is equality of opportunity and non-discrimination;
  - ii. Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination;
  - iii. Removing barriers and redressing imbalances caused by inequality and unjustified discrimination;
  - iv. Promoting dignity and respect for all, where individual difference and the contributions of all staff are recognised and valued;
  - v. Creating opportunities for training, development and progress available to all staff – who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the Force;
  - vi. Co-ordinating cross partnership working between the City Corporation, CoLP and external agencies;
  - vii. Increasing public consultation with focus on inequality issues to enhance understanding and improve service delivery within the Force, including women regarding personal and public safety in the City;
  - viii. Adopting innovative ways to engage with local communities, faith leaders and the family of schools and business within the Square Mile;
  - ix. Developing effective procedures and policies to combat all forms of unlawful discrimination across recruitment, selection, performance management, retention and disciplinary practices;
  - x. Addressing complaints of bullying, harassment and victimisation by CoLP staff, public and any others in the course of the Force's work activities; and
  - xi. Conducting regular data gathering exercises and reviews to ensure that these measures are being adopted and adhered to with appropriate speed.
7. The Police Authority Board will work with the Commissioner, the rest of the Force, the City Corporation, and our partners and stakeholders, to raised awareness of these issues and ensure our work delivers against the objectives outlined above.

**City of London Police Authority**  
**25 March, 2021**

## **Appendix 2**

### **Tackling Racism Taskforce Police Workstream Key Recommendations**

#### **Police**

1. The Co-Chairs had several meetings with the City of London Police before the two formal Taskforce sessions on the work of the City of London Police and their initiatives to tackle racism and increase diversity.
2. The City of London Police is governed by the Police Authority Board and the Tackling Racism Taskforce has engaged fully with the Chairman of that Board throughout the process. Of course, the City of London Police also receive directives from the Home Office and will have operational decisions to consider. The Tackling Racism Taskforce is not commenting on operational matters but is only making recommendations for those elements under the City Corporation's purview.
3. The Taskforce received presentations from the Assistant Commissioner of the City of London Police and the Commander at its meetings. The Chair of the Police Authority Board was also in attendance at both meetings on the police workstream.
4. There is clearly some good work taking place in this area, such as:
  - An invitation for all BAME employees to express their experiences of racial injustice with the Assistant Commissioner directly.
  - Diversity considerations had been included in annual appraisals
  - Development of HR systems to allow for diversity characteristics to be inputted and staff being actively encouraged to provide data
  - The introduction of an Ally Scheme
  - Members of the Independent Advisory Scrutiny Group had been invited to sit in on interview boards to address perception of unfairness in interviewing process
  - A workshop had been facilitated to review the exit process including exit interviews and later contact with former officers
  - Creation of Champion Leads for areas that were not previously addressed and consultation with colleagues to find appropriate individuals for such positions
  - Introduction of mandatory unconscious bias training
  - Consideration of role modelling in senior positions
  - Offer of further support to staff networks, including meetings with himself and the Assistant Commissioner to identify valuable ways to support
  - Engagement with wider forces including the British Transport Police and Metropolitan Police and consideration of creating a cross-force advisory committee.
5. However, it was also acknowledged, even by the Assistant Commissioner, that further work was required to improve the City of London Police's work in engaging with the communities they serve. In particular, one of the most

powerful points of the sessions on police was made about the need for more police officers from the communities they serve, in order to build trust to tackle crimes within those communities and keep communities safe through better engagement.

6. Questions were also raised of the Police about the ethnicity breakdown of its officers and the targets it set around recruitment, but crucially, retention.
7. **The key recommendations for the Police workstream are as follows:-**
  - a. **The Tackling Racism Taskforce endorse the good work that the City of London Police are already doing in the area of improving diversity of the Force but note there are some areas where there could be improvement;**
  - b. **The Tackling Racism Taskforce suggest that the Police Authority Board take a particular focus on diversity and inclusion as one of its strategic objectives (this was supported by the Police Authority Board Chair);**
  - c. **The Tackling Racism Taskforce encourage better engagement between the City of London Police and Black communities, as well as schools and businesses. For example, consideration could be given as to whether the City of London Police should take part in a pilot of independent body worn video reviewers.**
  - d. **The Tackling Racism Taskforce would encourage the City of London Police to sign up to the 40% recruitment target that the Metropolitan Police had recently announced.**
  - e. **The Tackling Racism Taskforce would also recommend the City of London Police set a retention target of Black, Asian and Minority Ethnic officers.**
  - f. **It was noted that the City of London Police do some good work in this area, but the public do not tend to know about this. The Tackling Racism Taskforce would therefore recommend improving communications on the diversity work they do.**
  - g. **It was recommended that the staffing initiatives already approved and listed in paragraphs 24.a-h be adopted by the City of London Police.**

**Police Workstream**  
**Key Recommendations**

	<u>Objective</u>	<u>Recommendation</u>
1	Police Force	<ul style="list-style-type: none"> <li>• The Tackling Racism Taskforce endorse the good work that the City of London Police are already doing in the area of improving diversity of the Force but note there are some areas where there could be improvement.</li> <li>• The Tackling Racism Taskforce would encourage the City of London Police to sign up to the 40% recruitment target that the Metropolitan Police had recently announced.</li> <li>• The Tackling Racism Taskforce would also recommend the City of London Police set a retention target of Black, Asian and Minority Ethnic officers.</li> <li>• It was recommended that the staffing initiatives already approved and listed in this report be adopted by the City of London Police.</li> </ul>
2	Governance	<ul style="list-style-type: none"> <li>• The Police Authority Board should take a particular focus on diversity and inclusion as one of its objectives.</li> </ul>
3	Engagement	<ul style="list-style-type: none"> <li>• The Tackling Racism Taskforce encourage better engagement between the City of London Police and Black communities, as well as schools and businesses. For example, consideration could be given as to whether the City of London Police should take part in a pilot of independent body worn video reviewers</li> <li>• It was noted that the City of London Police do some good work in this area, but the public do not tend to know about this. The Tackling Racism Taskforce would therefore recommend improving communications on the diversity work they do.</li> </ul>