

<b>Committee:</b>	<b>Date:</b>
Police Committee	23 September 2013
<b>Subject:</b> Equalities Update	<b>Public</b>
<b>Report of:</b> Equalities, Diversity and Human Rights Manager	<b>For Information</b>
<b><u>Summary</u></b>	
<p>This paper aims to inform the Committee of the recent work in the area of EDHR across the force since the last meeting.</p> <p>The main piece of work undertaken in the last period has been the independent review of the Force's performance against the Integrating Level of the Equality Standard for Police (ESPS) which was completed in July 2013.</p> <p><b>Recommendation</b> It is recommended that this report be received and its content noted.</p>	

## Main Report

### **1.Areas of Work:**

**1a) Stonewall Equality Index-** In May 2013, CoLP renewed its membership of the Stonewall Diversity Champions Programme. A decision was made at the QoS/EDHR Board on 1<sup>st</sup> Aug 2013 that the Force would participate in the Workplace Equality Index which a benchmarking exercise is carried out annually to rank all participants in terms of LGB friendly workplaces. There is fierce competition amongst the organisations participating to be featured in the "Top 100 Employers". As well as raising the profile of the organisations commitment to the diversity agenda as a whole, it shows in particular how an organisation approaches LGB equality.

There is limited prospects of the Force appearing in the top rankings, however Stonewall will review our submission in detail and offer advice on how CoLP can become more LGB friendly as an employer. It is anticipated that the feedback will be available for the November QoS/EDHR Board in November to allow for specific actions to be developed to meet the recommendations.

In addition to the Equality Index work, the Force has identified development opportunities that are available through Stonewall. They run a Leadership Programme for LGB staff through the Ashbridge Business School and the Force are currently seeking to send two LGB staff on the course.

**1b) Disability Equality Standard-** Following on from the Reasonable Adjustment Workshops run earlier in the year and in response to feedback of participants, Supt Collicott sought the Boards permission for the Force to undertake a benchmarking exercise through the Business Disability Forum. The benchmarking is conducted as the Disability Equality Standard and measures performance against 10 areas of business: ***Commitment, Know-How, Adjustments, Recruitment, Retention,***

**Products and Services, Suppliers and Partners, Communication, Premises and ICT.** Each area is worth 10%. Once our self assessment has been evaluated, it will provide the Force a focus on areas where improvements need to be made in terms of achieving greater disability equality. A further report will be brought to the Committee once the evaluation has been completed and the Force has developed appropriate responses to the areas for improvement.

**1c) ESPS Review-** City of London Police is currently the only Force nationally that is fully involved in the ESPS process. This process is due to be superseded in the future by the Equality Improvement Model (EIM). The introduction of this by the College of Policing has been delayed somewhat over the past year and further work is being completed to develop an action plan to support the Strategy, prior to it being submitted to the Professional Committee in September.

As reported to the Committee previously, in the past CoLP has measured its progress against the ESPS by a three-way benchmarking exercise with Essex and Kent forces. Both forces currently are not working on ESPS and do not have capacity support a review of CoLP's evidence at Integrating Level. A decision was made at the QoS/EDHR Board in April 2013 that the CoLP would seek to undertake an independent review of its ESPS. This was so that as we transition into the new EIM we are confident that we have achieved a solid foundation for future work and to add an element of robustness and credibility to the assessment process.

The review was carried out by a independent diversity consultant who is also and accredited diversity peer for the LGA and has carried out many reviews of the equality frameworks for local government, social housing and fire and rescue service.

The reviewer was requested to cover in his report the following aims:

1. Does the evidence captured to date show that the City of London Police has met the criteria for the Integrating level
2. Accessibility to view information
3. Process of submitting information
4. The promotion of the ESPS process across the Force
5. Quality of EDHR resources available to support our staff with this area of work
6. Are there any learning or development issues.

The independent review of our ESPS work (attached) is on the whole very positive and is a clear indication of the excellent efforts across the organisation. We managed to increase the amount of evidence submitted by staff from just 37 examples at the start of the year to now when we have in excess of 100 examples covering all units. It is worth noting that all this good practice already existed across the organisation and as we attempted to catalogue and reference the evidence, it became quite clear that there is a broad spread of excellent EDHR practice across the Force.

The report in section 7 refers to observations and recommendations, most of these are being addressed including the publishing of EIAs on the external website, which

is now the accepted protocol (the EIAs have been quality assured and are being referred to as aids for other EIAs when being completed)

In the penultimate paragraph of the recommendations and observations refer to the Organisation having a clear Talent Management Strategy, and that there was an appearance to the assessor that talented officers are not progressing as potentially they could/should. High Potential Development Scheme (HPDS) is available for talented officers seeking promotion however there seems little in place for other staff for their development and promotion. This was discussed at the QoS/EDHR Board on 1<sup>st</sup> Aug and aspects of this will feed into the City Futures Programme and talent management.

We are now deemed in the opinion of the assessor to have achieved the integrating standard. It is felt that this good work should be fed out across the organisation to encourage the continuation of submission of examples as well as demonstrating to staff (and potentially further afield if it is decided to publish externally) and the public that the organisation is committed to EDHR and making good progress in this area

**Conclusion:**

The Force continues to work on EDHR issues, with strong oversight through the QoS/EDHR board. Through the external benchmarking exercises we are showing that we are committed to moving towards best practice and looking at specific areas of the EDHR agenda in more detail.

Using feedback from the benchmarking, we can identify areas that can be prioritised for action which will help the Force to continue making progress across EDHR issues.

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