

Committee: Police Committee	Date: 3 rd April 2014
Subject: EDHR Update	Public
Report of: Commissioner of Police Pol 28/14	For Information

Summary

This paper provides your Committee with an update of Equality, Diversity and Human Rights (EDHR) related activities conducted by the Force since the previous report to your Committee. The areas covered by this report are:

1. **Disability Equality Standard** – an interim evaluation report will be submitted to the Quality of Service Board on 10th April with a future report to be submitted to your Committee following full evaluation.

2. **Resilience and Mental Health** – during February the Force hosted an event for all police forces supporting awareness of mental health and general well being.

3. **Equality Survey** – full analysis still to be completed, initial highlight results indicate: people from all backgrounds (with the exception of transgender) are readily accepted; just over half of the respondents feel there is a real commitment to equality and diversity; 92% felt the Force had made adjustments for them to accommodate disability or other health needs; and 32% felt they had suffered or were suffering or had witnessed bullying or harassment.

4. **Stonewall Equality Index** – a benchmarking meeting was held in Force on 27th February which highlighted a number of recommendations for further improvement that the Force should consider implementing to improve its Stonewall employer ranking. Details of those recommendations are contained within the body of the report. The development of a delivery plan will be an agenda item at the next QoS/EDHR Board. Committee are represented at this meeting by the member with responsibility for the EDHR portfolio.

Recommendation

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

Main Report

Background

At your January meeting the Commissioner undertook to provide Members with a comprehensive written update on matters relating to the Equality, Diversity and Human Rights Portfolio and specifically in relation to the Stonewall Index.

Disability Equality Standard

1. Following a presentation by the Disability Standard Advisor at the Business Disability Forum, leads have been assigned for the various performance areas and evidence gathering is now underway.
2. An interim report will be presented to the Force Quality of Service (QoS)/EDHR Board on 10th April 2014 to advise the board of work completed to date together with any emerging results.
3. A further report will be submitted to your Committee following the completion of a full evaluation of results and consideration of the Force's response to the identified areas for improvement.

Resilience and Mental Health

4. On 25th February 2014 the Force, in partnership with one of Europe's leading disability and diversity consultancies hosted an event at CH Rolph Hall for all police forces to support awareness of mental health issues and general wellbeing.
5. The event was well attended and looked additionally at the impact of some of the Winsor recommendations, particularly around pay whilst on restricted duties, as well as recent Employment Tribunal cases that forces should consider when developing policies and practice.
6. An e-forum has been set up for attendees to facilitate the sharing of good practice and for forces to provide mutual support.

Equality Survey

7. The Force conducted an on-line equality survey between January and early February 2014 in which nearly 300 staff participated. The survey consisted of ten questions that covered areas such as acceptance of difference, organisational commitment to EDHR, bullying and harassment, flexible working and barriers to progression.
8. Although detailed analysis of the responses (including responses broken down by protected characteristics) is yet to be completed, however, initial findings include:

- 67% - 80% of people from the various categories of different backgrounds felt readily accepted. The exception is gender reassignment, indicating that some work is required to improve understanding of transgender and transsexual people.
- 51% of respondents felt there is a real commitment to improve performance around equality and diversity issues. 30% expressed no opinion, which was a higher proportion than those who disagreed. Clearly, more work is required to increase staff confidence in this area.
- 92% of respondents agreed that the Force had made adjustments for them in respect of disability, health issues or caring responsibilities. This is an excellent reflection on the Force as a supportive employer.
- 32% of respondents had experienced and/or witnessed bullying and harassment. Only 43% of respondents felt that their complaint of bullying and harassment would be professionally and efficiently dealt with and only 23% felt that making a complaint would not adversely affect their career development. These responses need to be examined in greater details and the underlying issues addressed.

9. Your Committee will be updated on actions developed to address the findings of the full analysis when completed.

Stonewall Equality Index

10. A meeting was held on 27th February 2014 between the relationship manager from Stonewall and the Force to provide feedback on work that could be undertaken to improve the Force's Stonewall ranking.

11. Prior to the meeting, an online survey had been conducted with Force Lesbian, Gay and Bisexual (LGB) staff, the results of which contribute towards the overall rating for an organisation. Given the size of the Force, Stonewall considered the response rate was good. The high level results can be summarised as follows:

- 69% of LGB staff are out to all staff at all levels (higher than the national average);
- 86% felt the workplace culture is inclusive of LGB people (above national average);
- 77% said they would feel confident reporting anti-gay bullying in the workplace (below national average);
- 81% felt their heterosexual colleagues were well informed on LGB issues (despite the high score, this is below the national average).

12. The following subjects were discussed in detail:

- **Policies:** policies need to be reviewed to ensure that they remain current and meet the requirements of the Equality Act 2010 and reflect recent

changes to legislation, such as the introduction of gay marriage, and EDHR staff and staff support networks should be more involved in policy reviews. Stonewall considers it essential that a same sex partner or spouse is explicitly mentioned at least once in each (relevant) policy/SOP to make its inclusivity explicit.

- **Training:** A number of recommendations were made, including better use of technology /media to enhance training and remind staff and managers of their responsibilities and facilitate the reporting of bullying or harassment. Supervisor training should include managing a diverse workforce, supported by guidance materials.
 - **Monitoring:** Better monitoring and data capture of sexual orientation should be taking place at all stages-of the employment relationship (recruitment, promotion, exit, grievance reporting, and disciplinary action) to ensure that potential issues of disproportionality are identified and addressed. It was also recommended that victims of crime satisfaction surveys should capture sexual orientation (voluntarily) to identify how the CoLP deals with LGB victims and to establish whether there is any disproportionality in satisfaction rates.
 - **Supplier policy:** Stonewall recommended that the Force should check the equality commitment of all suppliers and companies it outsources to and proactively requests details of any equality-related complaints (external or internal) made about them.
 - A number of more general recommendations were made across a range of areas including: promotion and career progression of LGB staff, senior staff engagement (including the appointment of a chief officer 'champion'); identification and promotion of LGB role models; development of a 'straight allies' programme (where colleagues help challenge LGB inequality); improved communication around LGB issues; and further development of engagement with LGB communities in order to better understand the issues affecting them and the Force's commitment to addressing those issues.
13. The development of a delivery plan will be an agenda item at the next QoS/EDHR Board. Police Committee are represented at this meeting by the Lead Member with responsibility for the EDHR portfolio, Alderman Alison Gowman.

Consultation

14. A copy of this report has been sent to the Lead Member for consultation purposes.

Conclusion

15. The Force continues to work on EDHR issues, with strong oversight through the QoS/EDHR Board. Acting on the feedback from the external benchmarking exercises assists the Force to incorporate best practice into its processes.
16. Regular reporting to your Committee ensures a rigorous scrutiny process is in place that holds the Force to account on its performance in this important area.

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