

Committee: Police Committee	Date: 20 th May 2015
Subject: Equality Diversity and Human Rights Update	Public
Report of: Commissioner of Police Pol 29/15	For Information
<u>Summary</u>	
<p>This paper provides your Committee with an update on key 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:</p> <p>BME 2018 Action Plan – The College of Policing has requested that each Force develop an Action Plan. The plan is based on force specific results of the BME 2018 survey conducted in 2014.</p> <p>LGBT Network Stonewall Update – The Force underwent an updated review with Stonewall of the Equality Index. The LGBT network are working on a development plan which aims to improve our ratings in the Equality Index and in doing so make the Force a more inclusive employer in relation to the LGBT Community.</p> <p>ENEI Network Membership – The City of London Police is now members of ENEI. The benefits of membership are outlined in the report and the advice and support offered can be made available to Police Committee.</p> <p>Equality Improvement Model (EIM) – The Force has recruited an outside consultancy to audit its evidence in relation to the EIM. This will provide independent evidence of compliance.</p> <p>Business Disability Forum (BDF) Update – BDF assessment has shown that the Force already does some really good work in regards to disability. The action plan that has been drafted will provide a framework for improvement and learning.</p> <p>Recommendation It is recommended that this report be received and its content noted.</p>	

Main Report

Background

At your committee meeting in January the Commissioner undertook to provide Members with a quarterly update on matters relating to the Equality, Diversity and Human Rights Portfolio. This report highlights the work that is being carried out across key areas in relation to EDHR.

BME 2018 Survey

A survey of Black and Minority Ethnic (BME) officers was conducted by the College of Policing BME Progression 2018 Programme team. The object of the survey was to support the design and development of work to improve equality within the police service. The online survey was open to all serving BME officers and was conducted between February and April 2014. As a result of the survey, forces were given guidance on best practice from across the country, to assist in improving BME representation. The report also outlined practical advice on positive action initiatives. As a result of the survey the Force has developed an action plan which highlights areas for improvement and documents work currently underway across the Force.

The EDHR board will provide scrutiny of the plan and will be directing specific tasks to the Directorates. These tasks will look at issues around equality and inclusion and will report back quarterly on the progress made. This oversight will ensure that there is strict governance in place and hold Directorate Heads to account. The SIA lead on EDHR will provide a Police Committee perspective in this area.

The Staff Support Networks are fully engaged in the process and provide knowledge and expertise particularly in the areas of promotion, retention and recruitment. Any work we undertake will, where appropriate cover Police Staff as well as Police Officers, to ensure that we are linking progression across the organisation.

The plan will drive progress and seeks to deliver a City of London Police that better reflects the community it serves.

An abstract from the report is attached below which highlights the makeup of BME officers in the City of London. The small residential population of the City does affect the “point gap” data.

London, City of

	Mar-10	Mar-11	Mar-12	Mar-13	Mar-14
Total Officer Volume	852	878	831	774	746
BME Officer Volume	45	51	48	45	45
BME Officer - % Representation	5.3%	5.8%	5.8%	5.8%	6.0%
BME Local Population - % Representation (Census 2011)	40.2%	40.2%	40.2%	40.2%	40.2%
% Point Gap between BME Officer Representation and BME Population Representation (Force)	-34.9%	-34.4%	-34.4%	-34.4%	-34.2%
% Point Gap between BME Officer Representation and BME Population Representation (England and Wales)	-9.4%	-9.3%	-9.1%	-9.0%	-8.8%

LGBT Network Stonewall Update

The Force has undergone a review by Stonewall in relation to their Equality Index. Our ranking was 182 out of 392, which was an improvement of 122 places on the previous inspection period. This improvement was commented on by Stonewall as being “Exceptional”. This is as a result of the work carried out by the LGBT network supported by the EDHR team. Many initiatives have been implemented and the network are currently working with MPS and Stonewall to develop a senior leadership course for LGBT senior officers and a cross force mentoring project with Westminster Borough and BTP London.

The LGBT support network has developed an Action Plan as a result of the Stonewall Equality Index to assist the force to develop the recommendations highlighted by the review. The Action Plan is divided into four areas namely Organisational LGBT Objectives, Staff Training Development, LGBT Networking and communication. Areas of the plan are integrated into the overall EDHR Action Plan to reduce duplication and to widen some of the work to cover other protected characteristics.

The EDHR unit are working with the LGBT network on gathering submissions for the 2016 index. The aim is to involve all staff and Directorates in collecting evidence and putting actions in place to improve our rankings in the 2016 index.

Employers Network for Equality and Inclusions

To ensure that the City of London Police continue to provide a high level of service through the EDHR department the City of London Police have become members of the Employers Network for Equality & Inclusion (ENEI) which is the UK's leading employer network covering all aspects of equality and inclusion issues in the workplace. They focus on delivering high quality practical advice, products and services to its members.

Our corporate membership provides a range of benefits including advice, guidance and support on equality and inclusion issues from expert specialists in this field. The decision to become members of ENEI and take advantage of the services it provides follows an internal review of the Force's EDHR unit.

The Employers Network for Equality and Inclusion has an impressive reputation for working with its members to promote and achieve best practice in equality and inclusion in the workplace. Practical help and support provided to ENEI members includes access to:

- Guidance documents and toolkits on equality and inclusion issues across all the equality strands / Protected Characteristics in the Equality Act 2010;
- Dedicated advice and guidance helpline (including legal advice);

- The latest research findings on equality and inclusion themes;
- A range of training workshops and materials plus attendance at conferences and network events aimed at promoting equality and diversity best practice and achievements.

The partnership with ENEI will provide the Force with access to expert advice and guidance and this information can also be accessed by Police Committee through the EDHR unit. The unit will work with the Town Clerks department to identify any areas that may be of use to your committee and act as a conduit for information.

Equality Improvement Model (EIM)

The Equality Improvement Model (EIM) published by the College of Policing has replaced the Equality Standards for the Police Service (ESPS). Through a single process for capturing evidence and information, forces can use the EIM to demonstrate their progress against equality objectives.

In 2014 the Force undertook an external audit of our ESPS evidence and was the only force in the UK to secure such independent assessment. In order to validate our EIM evidence the Force has procured the services of an independent organisation, Inclusive Employers, a leading membership organisation for employers looking to build inclusive workplaces. The assessment will take place 14/15 May and the findings will be reported back to the first available committee.

Business Disability Forum Update

In 2014 the Force undertook an assessment by the Business Disability Forum, assisted by members of the Disability Enabling Network (DEN). The result of the self assessment has been drafted into an action plan, in order that the Force can improve on its performance in relation to disability and build on the good work already started. The action plan has been based on the format recommended by the BDF with a key element being the assignment of a lead to each area in order to drive forward improvements. This creates a disability strategy across the whole organisation – from candidates and employees to service-users and the wider general public. This plan will be monitored at EDHR Board to ensure that actions are completed.

Conclusion

The Force continues to work on EDHR issues, with strong oversight through the QoS/EDHR Board. In addition acting on feedback from external benchmarking exercises assists the Force to incorporate best practice into its processes. 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.

Contact:

T/Supt Tony Cairney

City Futures

020 7601 2098

Tony.Cairney@cityoflondon.pnn.police.uk