

<b>Committee:</b> Police Committee	<b>Date:</b> 25 <sup>th</sup> September 2015
<b>Subject:</b> Equality and Inclusion Update	<b>Public</b>
<b>Report of:</b> Commissioner of Police Pol 42/15	<b>For Information</b>

### **Summary**

This paper provides your Committee with an update on key Equality, Diversity and Inclusion related activities conducted by the Force since the previous report to your Committee. The areas covered by this report are:

**LGBT Network Stonewall Update** – The Force is submitting its Workforce Equality index on the 5<sup>th</sup> of September. Last year the force rose up the equality index by over 120 places which was exceptional. This year various departments have been engaged in more substantial work to ensure we continue to make progress up the scale.

**ENEI Network Membership Update** – ENEI have run various training workshops around Equality and Inclusion which staff members of the City of London Police have attended.

**Equality Improvement Model (EIM) Update**– A review was conducted by an independent consultant and the force is performing well against the EIM. A number of recommendations were made which are being followed by the E & I department.

**Positive Action Strategy (BME 2018)** – A positive action strategy was drafted by the E & I department as part of the work around the BME 2018 action plan. The Strategy is best practise from across the country around positive action initiatives other forces have in place.

**Equality and Inclusion delivery plan Update**- A plan has been put in place to address key areas of Equality, Diversity and Inclusion across the force with directorate champions leading on different areas.

**Unconscious Bias Training**- E & I department are looking at an online unconscious bias training package which can be delivered to the whole force.

**Association of Muslim Police Eid Event**- The Association of Muslim Police held an Eid event together with the Corporation of London again this year.

### **Recommendation**

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

## **Main Report**

### **Background**

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

### **LGBT Network Stonewall Update**

The Stonewall Workplace Equality Index is an annual benchmarking exercise conducted by the lesbian, gay, and bisexual rights charity Stonewall to determine and showcase the UK's top employers for Lesbian, Gay, and Bisexual staff. The force is submitting the Stonewall workplace equality index on the 5<sup>th</sup> of September 2015. A lot of work has been done by the staff support network and different departments to gather evidence for the index this year. It is hoped that the City of London Police will move up even further than last year on the index as result of the work carried out by various different departments in the organisation. A further update will be given to your Committee on this in the next quarterly update.

The Workplace Equality Index looks at:

- Whether an organisation has policies in place that guarantee the equal treatment of lesbian, gay, bisexual and transsexual employees
- The content and reach of the organisations sexual orientation and gender identity diversity training
- Facilities made available for lesbian, gay, bisexual and transsexual staff to network, consult and feedback to the organisation
- How the organisation engages with all staff to raise awareness on lesbian, gay, bisexual and transsexual issues
- Career development opportunities the organisation makes available to lesbian, gay, bisexual and transsexual staff
- How line managers promote diversity within their teams
- How the organisation monitors sexual orientation and gender identity and what is done with the data collected
- How the organisation engages with existing and potential suppliers
- How the organisation engages with the wider lesbian, gay, bisexual and transsexual communities

### **Employers Network for Equality and Inclusion (ENEI)**

Through the City of London Police's membership of ENEI, officers and staff have attended a number of workshops and webinars run by ENEI. Below is a list of recent seminars and webinars attended:

**Introduction to Inclusive Communications** - This introductory session, enabled attendees to:

- Understand how inclusive communications engage diverse audiences.
- Use appropriate language when discussing or referring to diversity groups.
- Identify the basic principles of inclusive communication, through online and offline activities.
- Access tips on embedding key principles in to your own communication strategies and activities.

**Global Diversity & Inclusion (D&I) Steering Group** - In response to participants needs ENEI formed a Global D&I Steering Group. The inaugural meeting was held on Wednesday 10th June. The aim of the group is to discuss global D&I management strategies and experiences, and to discuss ways of creating an ENEI database to share tips on country specific issues.

**Unconscious Bias Workshop**- Provided participants with an overview of the nature of bias and how implicit associations can and do impact on individual and group attitudes, behaviours and decisions-making processes within an organisational context.

**Diversity & Inclusion Master Class** – This Master Class was based on current thinking, research, case studies and scenarios, it explored the Business Case for Diversity & Inclusion, how to ensure it is core to your business and key competencies, behaviours and thinking on Diversity & Inclusion - including the impact of Unconscious Bias.

### **Equality Improvement Model (EIM)**

An independent Equality audit was commissioned by AC Dyson on 2 April 2015. The brief for the audit was as follows:

- Assess the Force's progress in relation to the Equality Improvement Model
- An assessment of whether the Force is delivering on the equality commitments in the Equality Diversity and Human Rights (EDHR) Strategy, and supplementary action plans.
- With reference to relevant benchmarks, determine the extent to which the activities are having the desired impact ( based on hard and soft evidence)
- Identify any gaps and examples of good practice
- Recommendations for next steps

The audit found that the Equality and Inclusion strategy and action plan are comprehensive and clear. There is significant evidence to show that the commitments made within those documents are being actioned and therefore demonstrate that the Force is compliant with many of the indicators in relation to EIM. Recommendations have been made as part of the audit and these have been incorporated into the E & I delivery plan.

## **Positive Action Strategy (BME 2018)**

As part of the work around the BME 2018 action plan, the College of Policing have asked forces to look at key Positive Action initiatives that they can put in place around recruitment, retention and progression.

The Positive Action Strategy has been compiled after the Equality and Inclusion (E&I) Unit collated best practice from forces across the country that the College of Policing recommended and put this together in a strategy for the City of London Police taking into account our local needs and make up.

Through implementation of the strategy the force will be fulfilling its duty around the BME 2018 action plan and aims to improve representation and progression of BME staff.

The strategy will form part of the People Strategy which is currently being developed by Human Resources.

## **Equality and Inclusion delivery plan Update**

The new Equality and Inclusion delivery plan was agreed at the last Equalities and Inclusion Board with a focus on the below 5 key areas of work for each directorate E & I champion to work on for the next quarter. This work as per the new E & I action plan will be supported by the internal Human Resources Business Partners and Support Networks.

**Information and Intelligence-** Reviewing the current internal and external City Police website to look at ease of use and opinions of community members around the layout and content of the website.

**Corporate Services-** Develop and implement a People Strategy for the Force and to incorporate a positive action strategy within that for recruitment, retention and progression of BME officers and staff.

**Economic Crime Department-** Crime prevention/ raising awareness work amongst diverse communities affected by Insurance fraud.

**Uniform-** Engage with communities affected by stop and search, through the formulation of the Stop and Search Scrutiny Group.

**Crime-** To raise awareness of disability hate crimes through engagement with communities.

## **Unconscious Bias (UB) Training**

As a result of the UB training that was delivered to the Independent Advisory Group (IAG) late last year, the Assistant Commissioner asked the E & I department to look at a package that could be delivered to all officers and staff. An online package that has been developed for Bedfordshire Police is being trialled in the City of London to

test its effectiveness. If the feedback is positive the package will be tailored for the Force and rolled out in the next few months.

### **Association of Muslim Police Eid Event**

On Friday 31<sup>st</sup> July 2015, the Guildhall opened its doors to hundreds of guests from across the City to celebrate the festival of Eid-ul-Fitr, which marks the close of the month of Ramadan in the Muslim religious calendar.

It was the third event of its kind to be organised by the Association of Muslim Police at the City of London Police and the Muslim Staff Network at the City of London Corporation, building upon the successes of 2013 and 2014.

The Livery Hall set the scene for an evening of celebration and inspiration, congregating professionals from all lines of work at the heart of the City for the purpose of sharing in the joyous festivities of Eid. The legal, banking, medical, military and professional services sectors were but a few of the industries represented on the evening, joining an audience of police officers and local politicians for speeches, dinner and networking.

Professionally and demographically, guests represented the diversity of the City of London (and, indeed, the UK as a whole), drawing praise from experienced attendees and first-timers alike. The theme of interfaith harmony and interreligious cooperation attracted a great deal of appreciation from attendees, as evidenced through extensive social media support, such as coordinated tweeting via the designated #eidinthecity hashtag, and involvement on the evening with the #westandtogether solidarity campaign, designed to strengthen the bonds of unity between different segments of the community in Britain today.

### **Conclusion**

The Force continues to work on Equality, Diversity and Inclusion issues, with strong oversight through the Equality and Inclusion 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.

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