

Committee:	Date:
Police Committee	14 April 2016
Subject: Quarterly Equality and Inclusion Update	Public
Report of: Commissioner of Police Pol 14-16	For Information
Report author:	

Summary

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

1. **Health and Wellbeing Network** – The Health and Wellbeing Network is being launched on the 12th of April.
2. **City of London Police Blue Light Pledge** - The City of London Police has signed up to the government backed Mind Bluelight pledge.
3. **Mentoring Scheme updated** – Work is being conducted to update the current mentoring scheme.
4. **Volunteer E and I officers** - Two University graduates are volunteering one day a week in the E and I Unit, assisting with research and other initiatives.
5. **Easy Read guides** - A number of easy read guides are being produced by the E and I department.
6. **University and School Engagement** - E and I department have been engaging with schools and universities.
7. **LGBT National Conference** - City of London Police will be hosting this year's National Police LGBT conference.
8. **Volunteer Chaplaincy** - Two volunteer chaplains have been recruited.

Recommendation:

Members are asked to receive and note the report.

Main Report

Background

At your Committee meeting in January 2015 the Commissioner undertook to provide Members with a quarterly written update on matters relating to the Equality, Diversity and Inclusion Portfolio. This report highlights the work that is being carried out across the Force in relation to the above and provides an update since the last report to your Committee.

Health and Wellbeing Network

1. Health and wellbeing at work is fast becoming one of the most important assets any company can look to invest in. Regardless of the size of a business, the workforce is the lifeblood of the organisation and by making a small investment sooner rather than later, there can be huge benefits in the future for both the company and the staff. With this in mind, Commissioner Dyson approved a new staff network to improve staff health and wellbeing. The Health & Wellbeing Network is aiming to launch officially on 12th April 2016, with an event taking place in the CH Rolph Hall at Wood Street. The overall aim of the Network is to improve the well-being of all staff and officers across the Force in order to increase motivation, attendance and the ability to work.

2. The network committee presently consists of approximately 15 people, who are working behind the scenes to get things in place before the launch. T/Commander Woolford has agreed to be the network champion and is supportive of the network objectives. Commissioner Dyson will be opening the event and Commander Greany will be closing it. The event will also have a number of key-note speakers throughout the day.

3. Some of the key objectives include;

- Work together with Occupational Health, CoLP's Health and Safety Manager, other CoLP networks and people within Force who have a strong interest and/or that may have qualifications in any of the above areas.
- Host events to address physical and mental health challenges faced by people today, especially following the Winsor Review and the increase in retirement age for all.
- Establish Force-wide points of contact to provide support and up-to-date information about related services in the City.
- Identify ways to train and support supervisors, by improving their skills on how to be supportive managers without it adversely impacting their own well-being.
- Fund training for Police officers to become fitness mentors in order to prepare and support others for the job related fitness tests.
- Develop an intranet page which will signpost people to local services available as well as advertise initiatives that the network are involved with.

4. The launch has already attracted the likes of Public Health England, Mind and the National Police Chief Council's wellbeing lead ACC Andy Rhodes. The network will also be working alongside Occupational Health and the City of London Corporation, who are also launching their own recently approved Wellbeing strategy.

City of London Police Bluelight Pledge

5. One in four people in the UK will experience a mental health problem in any given year. Research conducted by the charity Mind showed that an estimated quarter of a million people who work and volunteer in the emergency services are even more at risk of experiencing a mental health problem than the general population, however are less likely to receive support.

6. Mind has been awarded LIBOR funding to develop the Blue Light Programme, to provide mental health support for emergency services staff and volunteers from police, fire, ambulance and search and rescue services across England. The programme is being developed in consultation with individuals from across the emergency services.

7. City of London Police have signed up to the Blue Light Pledge to drive long term change; Blue Light are working with the Police, Fire and Rescue, Search and Rescue and Ambulance services to encourage them in their capacity as employers to tackle mental health stigma in their workplace.

8. By pledging, CoLP will be aligning the organisation with a major national movement for change. Importantly, it shows that this aspirational commitment to be active in tackling mental health stigma and discrimination in the workplace has support from the top - helping to inspire a culture of change within the organisation.

Mentoring Scheme updated

9. The Mentoring Scheme is being redeveloped, and a scoping exercise is currently being conducted to look at:

- Whether mentors/mentees continue to participate in the mentoring relationship
- If they do not, has their mentoring objective been achieved?
- Of the mentors not participating, would they like to continue in their role as a mentor?
- If the mentees objective has not been achieved, would they like to be matched with a new mentor?

10. As a result of the exercise a 3 tier mentoring scheme is being developed which will include an internal mentoring scheme, external mentoring scheme and a community mentoring scheme.

- Tier 1 of the scheme gives officers and staff the ability to be a mentor or to be mentored within City of London Police.
- Tier 2 gives officers and staff the opportunity to be a mentor or be mentored by staff from the local government 'My Mentor Scheme', which currently has local government and London NHS trusts signed up to it.
- Tier 3 is focussed on community engagement and the opportunity to mentor young people from underprivileged backgrounds, neighbouring schools/college/university and other charities and organisations (this phase is currently in development and will be launched during 2016).

Volunteer Equality and Inclusion officers

11. The E and I Unit has recently taken on two volunteers who are working within the department as E and I officers one day a week to assist the department in a number of different areas. The volunteers are University students who bring with them knowledge in the areas of criminology and sociology through their degrees.

12. The volunteers have provided the Unit with the opportunity to not only utilise the skills and knowledge that they possess but they have also brought a fresh perspective to the work within Equality and Inclusion, which is anticipated will have a positive impact over the medium to longer term.

Easy Read Guides

13. The E and I Unit have developed a number of easy read guides, including one for custody and stop and search and are in the process of developing a number of other guides for different areas of policing to ensure that information provided to the public is accessible for everyone.

14. Easy read is an accessible way of writing information for people with a learning disability; however, as easy read documents are written in simple language they work for everyone, not just people with a learning disability.

15. The easy read guides will help children, young people and parents with a learning disability understand the law and learn where to go for help and extra support. These guides will help people with a learning disability to feel more included and engaged.

University and School and Engagement

16. The E and I Unit have been engaging with students from schools, universities and members of the business community as part of the City of London's work to reach out to the communities it serves.

17. Ten girls from Mulberry School in Whitechapel visited the Force to learn more about the different jobs and careers within the City of London Police. They were present from 10 am- 4pm every day for a week. As the volunteers, the students provided valuable feedback of their experiences and perceptions of the Force.

18. Twelve University students visited the City of London Police to assess options around improving how the Force conducts, records and manages stops and searches. This will assist with Force objectives around the better use of stop and search and the use of Taser in the City of London. It will also improve how CoLP engages with stakeholders who might have a preconceived idea about the disproportionate use of the above.

19. A number of other initiatives are currently being looked at to increase engagement with schools and universities to try to utilise their knowledge and skills and to give them the opportunity to learn more about the City of London Police.

LGBT National Conference

20. CoLP is pleased to announce that the 2016 National LGBT Police Conference is confirmed as taking place Friday 15th July 2016 at the Guildhall. Gay, Lesbian, Bisexual and Transgender staff from the policing community up and down the country will be attending to network and discuss current LGBTQ topics.

21. This year's theme will be LGBTQ in Religion. We are planning to have some exciting and hi-profile leaders present on their experience of being gay and of faith and finding their own personal identity and managing conflict. The aim of this event is to connect networks and advance ideas and thinking around equality and inclusion best practice. It is a fantastic opportunity for the police to engage with LGBTQ community service providers.

Volunteer Chaplaincy

22. The CoLP have recruited two volunteers as Force Chaplains to help provide pastoral care to City Police officers, staff and their families and where applicable to assist officers in police work in a pastoral role.

Conclusion

22. The Force continues to work on Equality and Inclusion issues, with strong oversight through the E and I Board. Acting on the feedback from the external benchmarking exercises assists the Force to incorporate best practice into its processes. Regular reporting to your Committee ensures a scrutiny process is in place that holds the Force to account on its performance in this important area.

Appendices

- None

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