

Committee: Police	Date: 22 nd September 2016
Subject: Quarterly Equality and Inclusion Update	Public
Report of: Commissioner of Police Pol 37-16	For Information

Summary

This paper provides your Committee with the quarterly update on Equality and Inclusion related activities conducted by the Force since the previous report to your Committee in April. Highlights covered by this report include:

1. **Accessibility website tool**– An accessibility tool bar for the CoLP website is being trialled.
2. **National Police LGBT Conference**- The City of London Police hosted the Police National LGBT conference at the Guildhall.
3. **City Eid Dinner**– The CoLP and the Corporation hosted the annual Eid dinner at the Guildhall.
4. **IBM Ignite Scheme**- The E and I department have set up a partnership with IBM's Ignite program to work with young people from surrounding boroughs.
5. **Hate Crime work with CEJI**- The E and I department will be working with CEJI to build the capacities of law enforcement and public authorities to take a victim-centred approach to monitoring and recording hate crime and hate speech through online training.
6. **New Induction pack**- A new draft induction pack has been put together for all new starters.
7. **Unconscious Bias Training**– UB training will be delivered to all Inspectors and above in order to ensure managers have an understanding of UB.

Recommendation

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

Main Report

Background

1. 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 in April 2016.

Accessibility website tool

2. We have identified a number of needs and requirements for improving user accessibility to the City of London Police website. In order to be recognised as a centre of excellence for equality, diversity and inclusion. A 3 month trial is being conducted with Recite who provide a platform tool for accessibility for websites.
3. Recite is an innovative Cloud based web accessibility solution which allows our visitors to customise our site the way they need it to work for them. Easy to use, the software includes text to speech functionality, dyslexia software, an interactive dictionary, a translation tool with up to 52 languages and many other features like:

- **Cloud Based**

The suite of tools is run from the Cloud so there is nothing for us to install or download. Product developments, updates & fixes will happen in real time.

- **Translation Tools**

The tool can translate our website content into 90 languages, opening the door to a global audience.

- **Read Text Aloud & DocReader**

Our web content is read out to users in a natural voice, adding an audio dimension to our website. The DocReader means that PDF documents are also accessible.

- **Change Font Sizes & Colours**

People with dyslexia can read quicker and easier as they are given the functionality to allow them to change the size and colour of the text and also the colour of the background colour.

- **Save Settings**

Our website visitors can save their preferences and settings so that our website appears exactly as the need it every time they visit.

- **Full Dictionary & Thesaurus**

Our website visitors have access to a fully integrated dictionary and thesaurus.

- **Legal Compliance**

The software helps us anticipate the needs of all our website visitors, especially those with a learning disability such as dyslexia, a visual impairment and someone whose second language is English.

National Police LGBT Conference

4. The City of London Police's LGBT (Lesbian, Gay, Bisexual, Trans) Network hosted an annual event to address issues faced by the Lesbian, Gay, Bisexual, Trans and Queer (LGBTQ) community, with representatives from forces across the country in attendance.
5. The theme for this year's Police National LGBT Conference was religion with the focus on 'coming out' within minority groups and religious communities and the potential impact on policing.
6. Attendees were also given the opportunity to learn about the things other forces are doing to support LGBTQ officers and staff and members of the community.
7. Several speakers took to the stage including City Police's former Temporary Assistant Commissioner Wayne Chance who gave a heartfelt and honest speech about his personal journey 'coming out' and how it affected his faith.

City Eid Dinner

8. The City of London Police's Association of Muslim Police, in partnership with the Muslim Network at the City of London Corporation, hosted a celebration dinner to mark the festival of Eid-Al-Fitr, commemorating the end of the holy month of Ramadan.
9. This annual dinner now in its fourth year also focused on a collective commitment to tackle hate and prejudice in all forms in the UK. It included City professionals, civil servants, politicians, and inter-faith delegates, as well as diplomats and dignitaries from the embassies of Muslim nations in London.
10. The event featured speakers from the Police Service, Government and Corporation, including London mayor Sadiq Khan, Commissioner Ian Dyson, Police Committee Chair Douglas Barrow, and Fiyaz Mughal, Founder of Tell Mama UK, a not-for-profit organisation, which supports victims of anti-Muslim hate.
11. The Eid dinner is a perfect example of the diverse communities that make up our great city coming together to celebrate an important event in the Muslim calendar, and working to build a brighter, more cohesive future for everyone, through dialogue and understanding.

IBM Ignite Scheme-

12. City Gateway have partnered with IBM to improve the job readiness of trainees through a supported work experience programme. The project aims to give the young people the skills, experience and training they require to successfully secure and sustain a positive progression from City Gateway typically through an apprenticeship, full-time job or further study. In addition to this, the training and experience equips them to identify their strengths and understand which types of roles they might wish to pursue.
13. As part of the 4 week running program the CoLP have partnered up with IBM to provide the young people with a business challenge on the last day of their program for them to address at and come up with working solutions. We have so far had two groups of students visit the CoLP and we have presented them with challenges around the best use of Stop and Search and looking at how we can improve our complaints procedures.
14. The feedback has been excellent and has been used to improve our services as well as giving the young people the opportunity to learn more about the Police and the work we do. As a result of this we have agreed to host a group of 10 students every 5 weeks and present them with a current business challenge that we face.

Hate Crime work with CEJI

15. CEJI – A Jewish Contribution to an Inclusive Europe has received a substantial amount from the European Commission Directorate General Justice - Fundamental rights and Union citizenship. These funds will support their new project “*Facing all the Facts*”. Built on the success of the European project “*Facing Facts! – make hate crime visible*”, this new phase of the project aims to build the capacities of law enforcement and public authorities to take a victim-centred approach to monitoring and recording hate crime and hate speech through online trainings.
16. The two-year grant will also support research to identify gaps and opportunities to improve cooperation and data sharing between criminal justice systems and civil society organisations. The research will inform EU policy through evidenced and practice-based recommendations on improving hate crime and hate speech recording, reporting and training methods in these areas.
17. The project joins 11 partners from 9 European countries, representing different types of stakeholders, including law enforcement organisations, European organisations and civil society organisations active in hate crime and hate speech monitoring. The City Police will be assisting the project through providing help and support in the designing of the training from a diversity perspective.

New Induction pack

18. CoLP has produced new draft induction guidance for new starters which is being presented to the Force Senior Leadership Team on the 7th September. The aim of this guidance is to provide a fair and transparent process for managing the procedures for people joining the City of London Police. The document details the processes to be followed when Police Officers and Police Staff join the organisation.
19. Induction into any organisation is critically important, as it marks the beginning of the employment relationship between the Force and the employee and is fundamental in setting the standards and patterns of behaviour for the future.
20. The key objective of the induction process is to help new members of staff to settle into the organisation, their new role and team so that they can make an effective contribution as quickly as possible. An effective induction will also enable the new employee to gain a full understanding of where their role fits in to both the strategy of the organisation as well as a clear overview of policies and procedures.
21. There will be a section on the Equality act within the new induction process and information on support networks and how they can assist individuals when they join and during their career with the Police.

Unconscious Bias Training (UB)

22. Training around UB will be delivered to all managers and supervisors across the force as part of our roll out of UB training for officers and staff. Front line officers will also receive UB training as part of their stop and search training updates.
23. By implementing a training course, it's possible for employers to break the habit of bias through education. Training can teach workers that whilst their behaviour isn't really their fault, thus doing away with the blame game, teaches how to be aware of it so that they can make better decisions based on what they know, rather than what they *feel*.
24. A course can help people to recognise the biases that they are predisposed to when they take place. However, it's complex and this is due to the way that our minds react to events when they take place and process the information.
25. Every interaction that we take, coupled with what we read and talk about has the potential to shape unconscious bias and so a mind that is self-aware enough to realise that its reactions aren't logical can process the information yet further.

26. This means that training should get our staff to question themselves, their reactions to certain people and why they think that this happens. It's essential that this is a blameless process and that it promotes the "we're in it together" idea. This is important as even with the knowledge that they can't be held responsible for unconscious bias, many people will still be embarrassed and annoyed that they are seen to have any at all.

BME 2018 Update

27. The Black and Minority Ethnic (BME) 2018 Action Plan is being updated and revised by the E and I Unit, HR and Support networks as part of a plan to make the action plan more specific to target key work that is required to increase recruitment, retention and progression of BME's across the force. The new plan is intended to be a working plan that is developed through engagement with support networks and BME staff to ensure buy in and confidence in the BME 2018 strategy. The plan is for the action plan to be monitored through the Force E and I Board chaired by the Assistant Commissioner.

Diversity Champions

28. The Assistant Commissioner has nominated diversity champions to lead on each of the protected characteristics within the Equality Act. Having Diversity Champions is a unique way of mainstreaming all the important work that is already being achieved within the CoLP around protected characteristics. The Champions will become the conduit for disseminating information, driving behavioural and cultural change across the organisation and linking equality, diversity and inclusion into corporate objectives of the organisation.
29. The Champions will all be above the rank of Chief Inspector and their role will be Force wide to represent the protected characteristic that they are championing. The hope is that this approach will ensure support at a senior level for staff and departments across the force.

Conclusion

30. 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.

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