

<b>Committee(s):</b> Police Committee- For information	<b>Date(s):</b> 4 <sup>th</sup> April 2019
<b>Subject:</b> Quarterly Equality and Inclusion Update	<b>Public</b>
<b>Report of:</b> Commissioner of Police Pol 20-19	<b>For Information</b>
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### Summary

This paper provides your Committee with the quarterly update on Equality and Inclusion related activities conducted by the Force since the previous report in January 2019. This report covers activity that has taken place and some information on future plans and actions of the City of London Police. The areas covered by this report are:-

**Equality & Inclusion Managers update** – The Force has been focusing on the community scrutiny group recruitment and promoting equality, diversity and inclusion in Force.

**The Community Scrutiny Recruitment Campaign** – The recruitment of new Community Scrutiny Group members started at the end of February 2019.

**The BAME Action Plan** –The BAME Action Plan is being led by the Force Race Champion and he is being supported by HR and the staff support networks.

**Work Experience** - The Force is currently delivering work experience to support recruitment, promoting policing and attracting underrepresented groups.

**The Independent Advisory Group** – This is subject of a separate report to your Committee on this agenda.

### Recommendation

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

## Main Report

### Background

1. 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 it provides an update since the last report to the Committee.

### Equality and Inclusion Managers Update

2. **CoLP Website:** The Equality Report is due to be published at the end of March 2019. The Force has been focusing on a promoting to diversity in Force and community engagement.
3. **CityNet:** During December 2018 and January 2019, the Forces Communications team wrote a number of articles, addressing Equality, Diversity and Inclusion (EDI). The articles addressed Sexuality, Gender & Trans guidance, Staff Support Networks, Communication & Respect in the workplace and the BAME Action Plan.
4. **Corporation Equality & Inclusion Manager:** The Forces Equality & Inclusion Manager (E&I Manager) met the Corporations Equality & Inclusion Manager and they will be working collaboratively on EDI issues where appropriate to provide a better service for the community and work force. Introduction meetings will take place to introduce the CoL E and I Manager to Force teams.
5. **National Sikh Police Association:** The Sikh Police Association has now formed a national Sikh Police Association and the launch took place in February at West Midlands Police Force. The launch was a success and reflected how the Staff Support Networks support policing and the community.
6. **Community Engagement & Scrutiny:** The Force E&I Manager met with a City resident who has started a support group for parents in the City, who need support for children with special needs. The group is keen to work with the Force on key safeguarding issues. The Force E&I Manager will continue to engage with community groups and organisations.
7. **Common Purpose:** Common Purpose is an organisation that networks with private and public sector organisations on the best practice for Equality, Diversity and Inclusion (EDI). The events allow EDI specialist to come together and collectively resolve EDI issues in businesses and organisations. The Force was asked to host a group of 30 non-profit and public sector leaders from Chicago, as part of the 'global' experience on their academic leadership journey with the University of Chicago. The Force delivered a presentation entitled *The*

*Force Senior Leadership review of how diversity impacts our community and how we police?* The Force discussed the national policing issues and how police Forces are overcoming the issues by engaging with the community. The session was very interesting for everyone due to the similar cultural challenges and the different approaches to tackling community relations.

## **Community Scrutiny Group Recruitment Campaign**

8. The Force has published recruitment adverts using social media and traditional campaigning methods (posters, leaflets, attending community events, schools, charities etc.) to recruit new members for the new Community Scrutiny Group (CSG). The campaign started in February 2019 and the continuous promotion will be based on the responses and take-up of community members. The Force has been engaging with various businesses and community members to promote the new community scrutiny group.
9. Members of the community and businesses have been enquiring about the new community scrutiny group and they are keen to take part. Store managers are very open to working with the Force and building on their current relationships which exist with Community Policing. Meetings have been arranged with potential members to allow a greater understanding of the role and the benefits. Once members are happy to join, they are welcomed and vetting forms for Regular members are provided. All appointments to the group will be subject of successful vetting.
10. Also under the Community Scrutiny theme, officers from the Support Group (Specialist Uniformed Policing) attended a City Youth Centre to speak to a group about Stop & Search. . The officers had planned and prepared an interactive training session that allowed all attendees to participate. At the beginning of the session, the youths were reluctant to engage. However, the Officers built up a rapport with the group and listened to and learned about their experiences. The Officers were open and honest with the group about how Stop & Search should be conducted, their rights & entitlements and police training/processes. They conducted a role play of a Stop & Search with one of the Youth Workers, talking through all of their actions, reasoning and rationale for each step (in accordance with the Best Use of Stop and Search Scheme - BUSS).
11. The Officers had planned a training session that allowed them to be very flexible in their delivery, by using either a role play example, a real policing case or guiding them through policing actions, the law and public perception. The session was extended owing to the number of questions. The youths and Youth Workers gave extremely positive feedback for the session and they have asked for the officers to return for a further session, which is currently being arranged.

## **BAME Action Plan**

12. At the last Equality & Inclusion Board the Chief Inspector who has been given the role of Race Champion, requested to take responsibility for drafting a new BAME Action Plan for the Force. It was agreed that HR and the E&I Manager would be consulting on this plan and that HR would be the strategic lead. Meetings have since taken place to discuss BAME Action Plan and a high level framework document has been drafted based largely on the NPCC National BAME framework from which a more bespoke plan for CoLPs needs is being developed. The below information and support has been provided to help develop the plan.

- 10 years' worth of Force BAME data for staff, officers and specials.
- The equality data from three police Forces (CoLP, Warwickshire & Met Police) to use as a comparator.
- A BAME staff survey questions.
- The foundation from a previous iteration of a BAME Action Plan
- The OD/HR Team provided a summary of the meetings and a framework to develop a Plan.
- The BPA have also offered support and they have reached out to their external contacts for more support.

## **Work Experience**

13. It was agreed at the May 2018 Equality & Inclusion Board the Force would reintroduce Work Experience. The Force has set up a working group with members of staff who have either delivered work experience or organised work experience in the Force previously.

14. The Force provide five types of work experience levels – The requests are from Schools, Colleges, members of staff contacts, Specials, Stakeholders, City of London Corporation and other City Organisations. Once received, the Force SPOC will liaise with the student and establish what type of experience they require.

### **The Force provides nine types of experiences.**

- Community Scrutiny & IAG (resourced throughout the year)
- Accompany Parents Day (1 day or half a day limited impact)
- School aged 14-16 yrs (1 week during May-July & Sep – Oct)
- College aged 16 - 18 yrs (varied but not full-time commitment)
- Assistance with exploring employment in the sector (varied commitment)
- A pre-arranged college programme (varied commitment level)
- Cadets Programme
- Mounted Unit work with special schools
- Visits to Custody & Courts (1 day or half a day limited impact)

15. Once the Force SPOC has established what can be accommodated. They will email the Directorate work experience advocates to see if they can support the student.

16. If they can be accommodated, the Force SPOC will liaise with the students and ensure they capture their diversity information, ensure they are vetted, they have signed all security forms and a risk assessment has been completed. The Force SPOC will liaise with the student after their Work Experience to capture the students career development and understand why they have made the choices they have. The feedback will also be used to see how the Force can improve or enhance the experiences it provides.
17. Work experience is in great demand and the Force is getting a lot of requests for placements. Due to the high demand and the demand on resources, not all applications can be accommodated. Limits will be placed on the number of students that can attend and complete their work placements with the Force. The Force is also not in a position to financially support or fund any work experience.
18. A recent example is that the Force has arranged work experience for two BAME students from Westminster Kingsway College, who will be completing the work placement within the Force's IT department. These placements are one day a week until July 2019. Once completed, the work placements provide the students with credits which contribute to their Level 3 BTEC Computing.

### **Independent Advisory Group Update**

19. There is separate report on this matter on the agenda today.

### **Conclusion**

20. 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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