

<b>Committee(s):</b> Police Authority Board- For information	<b>Date(s):</b> 24 <sup>th</sup> October 2019
<b>Subject:</b> Quarterly Equality and Inclusion Update	<b>Public</b>
<b>Report of:</b> Commissioner of Police Pol 75-19	<b>For Information</b>
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### Summary

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

**Equality & Inclusion Managers update** – The Force has been focusing on promoting Fraud awareness to diverse groups. The Equality & Inclusion Manager has been attending workshops to understand the cultural barriers and perceptions of policing, with the view to embed positive action.

**The Community Scrutiny Recruitment Campaign** – The Independent Advisory Group (IAG) and the Community Scrutiny Group (CSG) have merged and are now called the Independent Advisory Scrutiny Group (IASG).

**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.

**The Blue Light Family Force Day** – The first event took place in August to thank the Force and their family and friends for all their hard work and support. The event was very successful and there have been requests for one to take place every year.

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

**LGBT National Lead has joined the Force** – The newly appointed Detective Chief Superintendent for ECD is also the national Police LGBT Co-Chair.

**Staff Support Network Forum & Update** – An update from the networks on their activities.

### 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 Board in July 2019.

### Equality and Inclusion Managers Update

- **CoLP Website:** The Public Sector Equality Duty (PSED) Report has been completed and it is published on the external website. The Force has included more detail in the 2018 PSED report than in the previous years and it is something that the Force is working towards, to ensure transparency and fairness at work.
- **Awareness videos:** The Force has been working with Westminster College to provide work placements for students and a good working relationship has been established. The College is very diverse and representative of the greater London population and the college supports students who deal with policing issues. The aim of the videos will be to provide different perspectives (students, parents, police and teachers) and the lifetime impact of bad decisions. For example, a criminal conviction for fraud could limit one's ability to get finance, or credit in the future and this will have an impact on the future of the individual and their family. The videos will be created in collaboration with the College and once approved by the Force, will be subject of a Communication plan where they may be shared on social media. This is still at the discussion stages.
- **Understanding disproportionality in the outcomes of misconduct cases for BAME officers.** Phil Cain, Deputy Chief Constable, North Yorkshire Police wrote to all police forces to raise awareness that in recent years there has been growing evidence that Black, Asian, Minority Ethnic (BAME) officers disproportionately receive more severe outcomes in misconduct cases than non BAME colleagues. The reasons for this remains unclear, therefore the National Police Chiefs Council (NPCC) has commissioned an internal study into this issue. This study is supported by the Home Secretary and Policing Minister, the National Black Police Association (NBPA) and is sponsored by various NPCC portfolios holders. To assist this important NPCC study, a series of workshops have been taking place for BAME officers, staff and supervisors to attend and share their experiences of misconduct and disciplinary cases. The BAME Officer Workshop took place on 10<sup>th</sup> September and the Supervisor Workshop on the 19<sup>th</sup> September.

A meeting has been arranged with the Forces Professional Standards Directorate (PSD) to understand how this Force conducts its investigations and to see what equality data can be reviewed.

- **Training Equality Data:** The Force is keen to understand why some depts. in force attract more diverse applicants than others, for example firearms and driving school. There could be a number of issues that affect the recruitment, such as the types of shifts, courses being residential (impacting childcare), needing full-time attendance etc. To help understand the issues, Learning & Development (L&D) are reviewing the equality data of staff/officers who apply for courses, pass/fail courses, review how courses are promoted, the length of courses and the assessment of courses. The findings will help the Force understand any barriers that are impacting these areas and this will be addressed as part of the BAME action plan implementation.
- **CoL Equality & Inclusion Managers:** The Equality & Inclusion Manager has met the new City of London (CoL) Equality & Inclusion Business Manager and the Equality & Inclusion Manager. A more joined up working approach is being explored. This relationship will help the Force and CoL be more united with equality, inclusion and diversity practices.

### **Community Scrutiny Group Recruitment Campaign**

2. On Wednesday 4<sup>th</sup> September the newly recruited Community Scrutiny Group (CSG) Members met the current Independent Advisory Group (IAG) members, where the merger of both groups was discussed, along with new roles and Terms of Reference (ToR). The Superintendent in Uniform Policing chaired this meeting with the IAG Chair. The new merged group is called the Independent Advisory Scrutiny Group (IASG) and it will deal all previous IAG and CSG issues.

The current diversity representation is 11 male, 7 females and 7 BAME members who have a variety of skills and expertise. The Force is still trying to recruit an LGBT representative and recruitment has already started. The group currently has skills to represent issues for City residents, businesses (local & Corporate), Use of Force, Vulnerability, Faith, Livery companies, Disability, Homelessness, Financial Fraud/ECD, Race and Press/Communication.

### **BAME Action Plan**

3. The Force Race Champion and Head of Human Resources (HR) have drafted a new BAME Action Plan. The Action Plan has been circulated for consultation and early feedback on the plan has already been received from key staff internally, including better identification of actual deliverables and outcomes. Once the Action Plan has been revised, the updated version will be circulated to relevant stakeholders for consultation, including the Staff Support Networks. This is an on-going piece of work, which will incorporate any learning and recommendations from the National Police Chief Council. The draft plan was

also presented to the Police Performance and Resource Management Committee on the 21<sup>st</sup> June 2019 and received Member feedback.

### **The Blue Light Family Force Day**

4. On Saturday 10<sup>th</sup> August 2019, the first Blue Light Family Force day took place. The event was open to the Forces families and friends of staff and officers. There was entertainment for children, family entertainment and an opportunity for the family and friends to see some of the Forces services. The event was promoted on the CityNet and 650 of the 700 tickets were sold. The day comprised a number of activities and stalls from departments around the Force and was supported by local and City businesses and organisations. The Blue Light Family Force day was a great success due to the number of people who took part and attended. The event was inclusive and very well received by all, with requests for one to take place every year.

### **WORK EXPERIENCE – Information & Update**

5. It was agreed at the May 2018 E&I Board the Force would reintroduce Work Experience. Work Experience is currently being managed and temporarily owned by the Equality & Inclusion Manager. The management of the Work Experience will be passed onto a volunteer to manage in the near future.

The Force are continuously receiving requests from students, parents and colleagues for work experience opportunities because very few police Forces provides the opportunity. Work experience has been very beneficial in helping the Force promote positive policing, community engagement and positive action. The Force has delivered work experience to 38 students (28 females, 10 males, 15 BAME, 2 disabled with no students declaring to be LGBT). Most students requested experience in forensics, cyber-crime and understanding of front line duties. A large proportion of the students did not have any exposure to policing and most of their knowledge was drawn from television programmes and social media.

The Force's IT Department provided work placements to two BAME students from Westminster Kingsway College. Both students attended one day per week with the placements starting in March and finishing in July. The work placement contributed to their Level 3 BTEC Computing course, which they needed to pass the course. The students have passed their first year and thanked the Force for all the support.

### **LGBT National Lead now in our Force**

6. The recently appointed Detective Chief Superintendent of Economic Crime Directorate (ECD) is also the Co-Chair of the National Police LGBT Network and this role will have a national and local impact. The role will require the Co-Chair to promote and support all LGBT issues. The Forces national Co-Chair and the Commander for ECD represented the Force during London Pride and

at the national LGBT conference. A new Chair and Secretary have been selected for the Forces local LGBT Staff Support Network. The recruitment of a female local Co-Chair is currently on-going.

## **Staff Support Network Forum & Update**

7. There are currently 7 Staff Support Networks (SSN) in the Force who support the workforce with equality, diversity and inclusive issues and health & wellbeing events. The staff and officers who are part of SSN undertake their role voluntarily in addition to their day job. Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) will soon be inspecting every Force on employee welfare, equality, diversity and inclusiveness and will look at SSNs as part of that inspection. HMICFRS will soon be looking to inspect each Forces SSNs.
- **Disability Enabling Network (DEN):** The Autism Card has been launched and it is being promoted in the City. The Autism Card has been created in conjunction with the Metropolitan Police and British Transport Police. The Autism Card records an autistic person's details such as their name, contact details, name of appropriate adult, how to engage with them, what support they require and it also provides front-line officers/staff with guidance and support. The Autism card will appear on the City of London Corporation website as well as Citynet. An Autism awareness event was organised by the DEN. The event hosted speakers who had first-hand experience of dealing with Autism when the police have been involved. The talks provided awareness of how to engage with families of autistic people, an autistic parent's experiences of caring for their children and what the police can do to help, when they are dealing with an autistic person. One of the new IASG members attended the session and was very impressed. The event received positive feedback from officers and staff asking for more.
  - **Black Police Association (BPA):** The BPA and the Women's Network have been working with the Organisation Development (OD) Team to review the implementation of reverse mentoring. Reverse Mentoring is when two different grades are paired together and they both learn how the other would deal with work issues and progression. BPA have also been working with the Race Champion on the BAME Action Plan.
  - **Health & Wellbeing Network:** The Network arranged a 'Check your Heart' event in partnership with the British Heart Foundation, where staff/officers could book an appointment with a medical specialist who would check the age of their heart and provide some personal advice. The event went well and the sessions were all booked out. The British Heart Foundation, has agreed to undertake another 'Mini Health Check' event, which has been agreed. The 'Mini Health Check' event is planned to take place in January 2020. The Network also arranged free pension advice with the Police Mutual in August. Other topical issues being considered for events are suicide prevention, menopause and mental health.

- **Association of Muslim Police (AMP):** The June Eid event was organised by the City of London Corporation (CoLC) and the AMP. The AMP also attended airports and Mosques to promote awareness and give advice about Hajj Fraud as with previous years. The AMP has also created a one minute animated video that raises awareness of Hajj fraud. The National AMP event is being held in London and is being organised by the Force's AMP.
- **The Women's Network:** A Prostate Cancer awareness session took place on the 12<sup>th</sup> September. The 18<sup>th</sup> October is a national event day which raises money for research for breast cancer. The Women's Leadership Course is full and continues to be a very popular event for development. The Network continues to work in conjunction with other SSN on equality, diversity and well-being issues.
- **Christian Police Association (CPA):** The Network will be organising the yearly Christmas Carol Service for members. The Association hosted a guest speaker this month, Justyn Rees Larcombe, on the dangers of on line gambling addiction. The CPA are organising a Christians Against Poverty event in January 2020. The National CPA conference will be taking place in Scotland during 8<sup>th</sup>-10<sup>th</sup> May 2020.

## Conclusion

8. The Force continues to work on Equality and Inclusion issues, with oversight through the E and I Board chaired by the Assistant Commissioner. Acting on the feedback from the external benchmarking exercises assists the Force to incorporate best practice into its processes. Regular reporting to your Board ensures Member oversight and scrutiny in this important area.

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