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| Board(s): Police Authority Board- For information | Date(s): 22 nd January 2020 |
| Subject: Quarterly Equality and Inclusion Update | Public |
| Report of: Commissioner of Police Pol 05-20 | For Information |
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Summary

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

Equality & Inclusion Managers update – The Equality & Inclusion Manager has been attending workshops to understand the cultural barriers and perceptions of policing, with a view to embedding positive action. Additionally, the E&I Manager has been invited to South Wales Police in January 2020 to conduct a peer review of how that Force has embedded its action plan from the implementation of the College of Policing and the Home Office approved Diversity, Equality and Inclusion toolkit issued in 2018. Any learning will be brought back to CoLP to inform the Force’s approach to equality and inclusion.

The Independent Advisory Scrutiny Group – The Independent Advisory Scrutiny Group (IASG) is now in existence and the next step is further training and development for the new members.

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

National LGBT+ Support Network – The Co-Chair of the National LGBT+ support network held a conference in November 2019 for all Co-Chairs.

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 being carried out across the Force in relation to the above and it provides an update since the last report to the Board in October 2019. There has been slightly less activity to report on than usual owing to the Christmas period.

Equality and Inclusion Managers Update

- **CoLP Diversity Data:** The Public Sector Equality Duty (PSED) Report template has been provided to HR to complete. The report contains information and data on the Forces diversity workforce representation, recruitment, retention and exit for the FY 2019-2020. Once completed, the report will be published on the Forces external website.
- **Understanding disproportionality in the outcomes of misconduct cases for officers & staff.** In the autumn of 2019 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 and staff, disproportionately receive more severe outcomes in misconduct cases than non BAME colleagues. The complaints or misconduct investigations are generated internally rather than from a member of the public. The National Police Chiefs Council (NPCC) commissioned an internal study into this issue, which is supported by the Homes Secretary and Policing Minister, the National Black Police Association (NBPA) and is sponsored by various NPCC portfolios holders. A series of workshops took place in September 2019. This piece of work may extend to look at the experiences of LGBT+ members of staff and officers in police forces.

The Forces Equality and Inclusion Manager and Professional Standards Department (PSD) are working together to understand how the Force conducts its investigations and to see what equality data can be reviewed to see if this is an issue for CoLP. A terms of reference is being drafted and agreed to formalise the process. The equality data of people who are referred to PSD needs to be reviewed to help the Force understand if there are any trends with

the types of referrals being made for any of the protective characteristics and/or alternatively within a particular unit or department.

The Force is currently reviewing what equality data it already collects and collates using the current HR systems. Other UK Police Forces use some of the same HR systems as the Force and contact has already been made to benchmark. This is just one of the areas that the Force is looking to improve further and understand. The quality and accuracy of the equality data is imperative to understanding how diverse the Force is and any discriminatory trends or behaviours. HR Monitoring data is already reported to your quarterly Performance and Resource Management Committee (P&RM Committee) twice a year.

- **Diversity Training in Force:** To keep diversity, equality and inclusion current in the organisation, up to date training and continuous education is encouraged. The Equality & Inclusion Manager has provided the Force with a list of six diversity, equality and inclusion courses that are available on the College of Policing website. The courses are free and the only cost element will be the time needed to complete the courses. The courses will help staff, officers and managers build on personal relationships, and enhance communication skills required in policing and in the workplace. Three of the courses are for all staff and officers and the other three courses are for all managers and front-line staff / officers. The Equality Act course is the only course that is currently mandatory for all staff and officers to complete. Awareness is being raised with staff of the availability of these courses.
- **Equality, Diversity & Inclusion Peer Review:** The Forces Equality & Inclusion Manager has been invited to conduct a Peer Review of another Police Force. The aim is to review how the force have embedded the College of Policing and the Home Office approved Diversity, Equality and Inclusion toolkit and understand how they have overcome issues and review any best practice. Any learning will be brought back to CoLP. The Peer Review by the E&I Manager of South Wales Police Force, will take place at the beginning of January 2020. The toolkit available since 2018, allows police forces and law enforcement agencies the opportunity to develop their own bespoke action plans, with a view to attracting, recruiting, retaining and developing a diverse workforce. This links in to CoLP's BAME Action Plan which is based on the toolkit and was presented to the Performance and Resource Management Committee in 2018.

Independent Advisory Scrutiny Group

2. On Wednesday 11th December 2019 the newly recruited Independent Advisory Scrutiny Group (IASG) Members met and a Chair and Vice Chair were elected. Only the members who attended the meeting were permitted to vote. Two members from the previous Independent Advisory Group (IAG) and eight newly recruited members attended the meeting. The terms of reference still need to be confirmed and agreed by the members. The training and development of new members will take place early in 2020. Your Board has requested a post

implementation review of the new group to be reported to your Board in May 2020. This has been noted by Supt. Community Policing.

BAME Action Plan

3. The draft BAME Action Plan was presented to Members at the P&RM Committee in June 2018. The Forces Race Champion and Head of Human Resources (HR) are leading on the plan which is being monitored at the Equality and Inclusion Board chaired by the Assistant Commissioner. The Action Plan was further developed and was presented to the Force Strategic Management Board in November 2019. This is an on-going piece of work, which will incorporate any learning and recommendations from the NPCC lead for E&I, the national toolkit referred to above and any Peer Reviews. Further updates will be provided to the P&RM Committee periodically as part of the HR Monitoring Reports.

LGBT+ National Event for Chairs

4. The Chief Superintendent for the Economic Crime Directorate who is also the Co-Chair of the National Police LGBT Network organised a national conference on 11th November 2019. The event was attended by a number of Chairs and Co-Chairs of Police LGBT+ support groups from other Forces and law enforcement agencies. The event allowed attendees to learn how to develop their support networks, personal development and best practice when chairing a support network.

Conclusion

5. The Force continues to work on Equality and Inclusion issues, with oversight through the E&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 Board ensures a scrutiny process is in place that holds the Force to account on its performance in this important area.

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