

Committee(s): Police Professional Standards and Integrity Committee	Date(s): 26 th November 2020
Subject: Equality and Inclusion Strategy update	Public
Report of: Commissioner of Police Pol 83-20	For Information
Report author: Stuart Phoenix, Head of Strategic Development	

Summary

At the informal meeting of the Police Authority Board (PAB) on the 2nd April 2020, the Force presented the quarterly Equality and Inclusion Update which had been a standing quarterly item for a number of years as previously agreed. The report was noted and the Commissioner updated that the Force was reviewing its governance of this area of business and was introducing an Equality & Inclusion Operational Delivery Group that would be a tactical level group, attended by all equality and support network representatives and leads who will take ownership for delivery of specific areas of work. Members discussed the format of the update going forward and agreed that it would be more appropriate to have an update focussed on deliverables and outcomes rather than a general narrative update.

The Force had engaged an independent company in April /May 2020 to conduct an assessment of equality and inclusion functions with a view to broadening out the existing BAME action plan to include other protected characteristics, workforce culture and delivery of the National Police Chiefs Council (NPCC) Equality Toolkit. This was used as an opportunity to undertake a holistic review of this area of business and produce a refreshed Equality and Inclusion Strategy and action plan. The Strategy was presented to the Force Strategic Management Board in September at which time the Force received direction from the Police Authority Team that, going forward, this report would be an item at the PSI Committee, rather than the main Police Authority Board.

The Force agreed with the Deputy Chief Executive that future reports to the PSI would focus on this Strategy and delivery of the action plan as this would be more performance and outcome focused.

This report presents the Strategy (attached) and provides an update on the draft Action Plan, which is being circulated to Members separately for information at this stage. The next update and updates thereafter will follow up on progress against the final Action Plan.

Also attached is the Q2 recruitment data on BAME and Gender as this was previously requested. This is already reported to the Performance and Resource Management Committee.

Recommendation

It is recommended that Members note the report.

Main Report

Background

1. At the informal meeting of the Police Authority Board (PAB) on the 2nd April 2020, the Force presented the quarterly Equality and Inclusion Update which had been a standing quarterly item for a number of years as previously agreed. The report was noted and the Commissioner updated that the Force was reviewing its governance of this area of business and was introducing an Equality & Inclusion Operational Delivery Group that would be a tactical level group, attended by all equality and support network representatives and leads who will take ownership for delivery of specific areas of work. Members discussed the format of the update going forward and agreed that it would be more appropriate to have an update focused on deliverables and outcomes rather than a general narrative update.
2. Although the Force had a BAME action plan which had been previously presented to the Performance and Resource Management Committee, it had been recognised that a broader action plan was required to ensure all Protected Characteristics were part of continuous improvement in this area. In April/May 2020 the Force engaged an independent company to conduct a baseline assessment of equality and inclusion functions. This was complemented by a staff survey on E&I and a series of focus groups. This informed the production of a new, over-arching strategy that not only supports delivery of the original BAME action plan, but also provides a framework that the Force can work with to comply fully with the NPCC Equality Toolkit and support the work around workforce culture that is progressing as part of Transform.
3. Running concurrently with the focus groups referenced above, the Chief Officer Team held two events to which all BAME staff and officers were invited, focussing on the issues raised by the Black Lives Matter movement. This resulted in the constitution of a Gold Group to move quickly on the issues raised. That group has now met for the last time, with the ongoing business subsumed within the work of the Strategic Equality and Inclusion Board and the supporting Operational Delivery Group.
4. The next quarterly update was due to the September PAB but the new Equality and Inclusion Strategy had yet to be presented to the Force's Strategic Management Board. The Force received direction from the Police Authority Team that going forward, this report would be an item at the PSI Committee rather than the main Board. The Force agreed with the Deputy Chief Executive that future reports to the PSI would focus on the refreshed Strategy and delivery of the supporting action plan as this would be more performance and outcome focused. It was agreed the first report would be to the November PSI.

Current Position

5. The Strategy and Action Plan provide the framework for the Force to improve its delivery of equality of inclusion functions. The Equality and Inclusion Operational Delivery Board Chaired by a Detective Chief Supt. is overseeing delivery of the Strategy and associated actions. This Board has met 4 times since being formed and progress has been made in a number of areas, including:
 - i. Running a Positive Action Leadership Scheme (PALS) as a pilot, this is focussing initially on BAME officers and staff and is aimed at personal and professional development of the individuals involved.
 - ii. Providing more channels for exit interviews to understand better people's reasons for exiting the organisation.
 - iii. Introducing independent observers/monitors on promotion boards.
 - iv. Development of a bespoke Communications Strategy to support awareness of the work that is going on and the channels that are available to people to make their voices heard.
 - v. Launch of a Diversity Allies initiative, where individuals are being trained to support people around them and act as diversity champions in the workplace.
 - vi. Additional support for Support Networks, including training to be rolled out in December/January.
 - vii. Development of a pan-London Equality Forum to exchange best practice.
 - viii. Encouraging staff to update personal details on protected characteristics on Force systems to understand better people's needs (particularly with regards to sometimes non-apparent characteristics relating to disability, sexuality and faith).
6. The Strategy has direct links with the Police Code of Ethics, and goes further to provide outcomes for the stated Force values of Professionalism, Integrity and Fairness. It directly supports the Code's principles relating to leadership, accountability and treating all people with respect.
7. The draft Action Plan has been shared separately with Members and is a work in progress. The working draft that Members will have seen is based principally on the NPCC Equality toolkit. Additional action plans (e.g. the separate BAME action plan and work streams raised by the strategy) are still to be incorporated, together with more detailed timelines and assessments of achievement. When that work is complete, anticipated to be December 2020, progress against the consolidated plan will form the basis of future reports to your Committee.

Corporate & Strategic Implications

8. The new Strategy supports delivery of all of the City of London Police Corporate Plan ambitions as it impacts the whole workforce; it supports the City of London Corporation Corporate Plan- 'People are safe and feel safe' as an inclusive and valued workforce, ensures the delivery of an effective policing service.

Conclusion

9. The Force is committed to delivering on this refreshed Strategy and recognises that although significant progress was already being made there was scope to broaden work in this area. Further reports will be submitted on a quarterly basis.

Appendices

- Appendix 1 – CoLP Equality and Inclusion Strategy
- Appendix 2- BAME and Gender Workforce information Q2

Stuart Phoenix

Head of Strategic Planning

T: 0207 601 2213

E: stuart.phoenix@cityoflondon.pnn.police.uk