

Committee(s): Police Authority Board – for discussion	Dated: 17 February 2021
Subject: Tackling Racism Taskforce – Police Workstream	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	1, 2, 3, 4, 5, 8
Does this proposal require extra revenue and/or capital spending?	Not at this stage.
If so, how much?	£ N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain’s Department?	N
Report of: the Town Clerk	For Discussion
Report author: Emma Cunington, Town Clerks	

Summary

The Tackling Racism Taskforce (TRT) was set up in June 2020 and tasked to consider what the City of London Corporation currently does to tackle racism in all its forms and to assess whether any further action could be undertaken to promote economic, educational, and social inclusion through our activities, including any historical issues with a view as to how we might respond to them.

This report sets out the findings and recommendations of the Tackling Racism Taskforce’s Police workstream and covers a summary of actions that the Taskforce have discussed should be taken forward by the City of London Police and the City of London Police Authority to tackle racism. The Policy and Resources Committee (at its meeting on 21 January 2021) and the Establishment Committee (at its meeting on 27 January 2021) endorsed all the recommendations in the Tackling Racism Taskforce, subject to further approvals from relevant committees.

In **Appendix 1**, a full list of recommendations across this workstream can be found. The Taskforce would urge Members of the Police Authority Board on the importance of this work and for it to be carried out at speed. Therefore, it is strongly recommended that the timeline for delivery of all these recommendations need to be completed as soon as possible or at least within 24 months to show real appetite for change and to keep up the momentum of this important work.

To support this timeline, the Tackling Racism Taskforce would like to continue to meet quarterly to review the progress of these recommendations and flag any issues into the Policy & Resources Committee.

Recommendation(s)

Members of the Police Authority Board are asked to:

- Consider the full list of recommendations of the Tackling Racism Taskforce’s Police Workstream outlined in **Appendix 1** and agree for work to be carried out to implement these recommendations.

Main Report

Background

1. The City of London Corporation has been looking at improving diversity within its spheres of influence for some time. However, the death of George Floyd and the Black Lives Matter protests that followed in the US and the UK have highlighted again the issue of racism that sadly still exists in society.
2. At the Policy and Resources Committee on 11 June 2020, Members discussed the establishment of a joint Working Party to consider what the City of London Corporation currently does to tackle racism in all its forms and to assess whether any further action could be undertaken to promote economic, educational, and social inclusion through our activities, including any historical issues with a view as to how we might respond to them. It was agreed that this Working Party would report its findings to the Policy and Resources Committee and the Establishment Committee.
3. At its first meeting, the Working Party changed its name to the Tackling Racism Taskforce to show its commitment to act quickly, radically and with determination, and elected Caroline Addy and Andrien Meyers to serve as its Co-Chairs. The terms of reference and composition of the Tackling Racism Taskforce can be found in **Appendix 2**.
4. At its first meeting, the Tackling Racism Taskforce agreed to structure its workstreams around the following themes:-
 - a. Staffing
 - b. Culture
 - c. Governance
 - d. Education
 - e. Police
 - f. Business
5. Health and wellbeing tended to be a consistent theme that linked across all six of the above workstreams.
6. Throughout the last six months, the Taskforce have been explicit that the findings of this report should create action from the City Corporation. Therefore, the Taskforce would like to continue meeting quarterly in 2021 to review the status of all the recommendations in this report.
7. It is clear that the events of the last six months have begun a catalyst, around the world, for proactive understanding of the issues of racism, and for action towards tackling racism. For the City Corporation, the Tackling Racism Taskforce believe that the recommendations and initiatives for action in this report are just the start to creating a more inclusive, diverse and anti-racist organisation. It is vital that the City Corporation continues to monitor its progress in this area, and – if agreed – follow up all the recommendations at pace.

8. The Policy and Resources Committee (at its meeting on 21 January 2021) and the Establishment Committee (at its meeting on 27 January 2021) endorsed all the recommendations across all the workstreams of the Tackling Racism Taskforce, subject to further approvals from relevant committees.
9. This report now sets out more detail of the recommendations concerning the Police Authority Board and the City of London Police.

Current Position

10. The Co-Chairs had several meetings with the City of London Police before the two formal Taskforce sessions on the work of the City of London Police and their initiatives to tackle racism and increase diversity.
11. The City of London Police is governed by the Police Authority Board and the Tackling Racism Taskforce has engaged fully with the Chairman of that Board throughout the process. Of course, the City of London Police also receive directives from the Home Office and will have operational decisions to consider. The Tackling Racism Taskforce is not commenting on operational matters but is only making recommendations for those elements under the City Corporation's purview.
12. The Taskforce received presentations from the Assistant Commissioner of the City of London Police and the Commander at its meetings. The Chair of the Police Authority Board was also in attendance at both meetings on the police workstream.
13. The Taskforce felt that there was clearly some good work taking place in this area, such as:
 - An invitation for all BAME employees to express their experiences of racial injustice with the Assistant Commissioner directly.
 - Diversity considerations had been included in annual appraisals
 - Development of HR systems to allow for diversity characteristics to be inputted and staff being actively encouraged to provide data
 - The introduction of an Ally Scheme
 - Members of the Independent Advisory Scrutiny Group had been invited to sit in on interview boards to address perception of unfairness in interviewing process
 - A workshop had been facilitated to review the exit process including exit interviews and later contact with former officers
 - Creation of Champion Leads for areas that were not previously addressed and consultation with colleagues to find appropriate individuals for such positions
 - Introduction of mandatory unconscious bias training
 - Consideration of role modelling in senior positions
 - Offer of further support to staff networks, including meetings with himself and the Assistant Commissioner to identify valuable ways to support

- Engagement with wider forces including the British Transport Police and Metropolitan Police and consideration of creating a cross-force advisory committee.
14. However, it was also acknowledged, even by the Assistant Commissioner, that further work was required to improve the City of London Police's work in engaging with the communities they serve. In particular, one of the most powerful points of the sessions on police was made about the need for more police officers from the communities they serve, in order to build trust to tackle crimes within those communities and keep communities safe through better engagement.
 15. Questions were also raised of the Police about the ethnicity breakdown of its officers and the targets it set around recruitment, but crucially, retention.
 16. With that context, the Taskforce have outlined the key recommendations for the Police workstream as follows (these are also set out in **Appendix 1** of this report):-
 - a. The Tackling Racism Taskforce endorse the good work that the City of London Police are already doing in the area of improving diversity of the Force but note there are some areas where there could be improvement;
 - b. The Tackling Racism Taskforce suggest that the Police Authority Board take a particular focus on diversity and inclusion as one of its strategic objectives (this was supported by the Police Authority Board Chair);
 - c. The Tackling Racism Taskforce encourage better engagement between the City of London Police and Black communities, as well as schools and businesses. For example, consideration could be given as to whether the City of London Police should take part in a pilot of independent body worn video reviewers.
 - d. The Tackling Racism Taskforce would encourage the City of London Police to sign up to the 40% recruitment target that the Metropolitan Police had recently announced.
 - e. The Tackling Racism Taskforce would also recommend the City of London Police set a retention target of Black, Asian and Minority Ethnic officers.
 - f. It was noted that the City of London Police do some good work in this area, but the public do not tend to know about this. The Tackling Racism Taskforce would therefore recommend improving communications on the diversity work they do.
 - g. It was recommended that the initiatives in the separate Staffing Workstream of the Tackling Racism Taskforce, which are already approved, be adopted by the City of London Police. These initiatives are set out in **Appendix 2**.

Comments from the City of London Police

17. *The City of London Police is committed to building a more equal and inclusive organisation and, as such, are using the recommendations relevant and applicable to COLP from the Tackling Racism Task Force (TRTF) to inform its Equality and Inclusion Action Plan. This plan will set out our aspirations as a force in a number of areas, including future recruitment and retention, which*

have been highlighted by the Taskforce as key areas of focus (recommendations 'D' and 'E').

18. *It is important to us that we adopt targets that are meaningful and fully represent the community we are policing, so, whilst we will be taking into consideration the Taskforce's recommendations, we are currently undertaking an additional piece of work to inform our targets across all protected characteristic groups, including BAME, LGBT+, Religion and Disability. We are aiming to have this work completed soon, at which point we look forward to discussing our findings with the Board.*
19. *In regards to recommendation 'C', we already have a senior officer performing the fairly new role of Community Engagement Lead for Diversity. The aspiration for this role is for the officer to drive forward our commitment to working with local schools and businesses and engaging further with our BAME community.*
20. *As noted by the Taskforce, we are pleased with the progress we have made in recent years in improving diversity within the force but recognise there is more work to be done. Our Action Plan is an ongoing piece of work, and has not yet been finalised through CoLP's relevant governance boards, but we are confident that when it is, it will demonstrate our determination to tackle racism in all its forms.*

Corporate & Strategic Implications

- Strategic implications – The recommendations outlined in this report align fully with the following outcomes of the Corporate Plan:
 - 1. People are safe and feel safe
 - 2. People enjoy good health and wellbeing
 - 3. People have equal opportunities to enrich their lives and reach their full potential.
 - 4. Communities are cohesive and have the facilities they need.
 - 5. Businesses are trusted and socially and environmentally responsible.
 - 8. We have access to the skills and talent we need.
- Financial implications – If the principle of these recommendations are approved, further work will be undertaken to ascertain the full scale of the financial implications. In particular, it is envisaged that the recommendations under the Culture workstream could be costly (i.e. removal of statues and commissioning of replacement artwork), particularly as the Guildhall is a Grade I listed building. At this stage, the report is asking for political endorsement on the direction of travel of this work. Any initiatives that need to be funded will need to be reported back to the relevant Committee in the usual way.
- Resource implications – The work of the Tackling Racism Taskforce to date has been absorbed within existing resource in the Committee & Members Services team with support from Remembrancers', HR, Communications, Community & Children's Services, City of London Police, Innovation & Growth & Cultural Services.
- Legal implications - None

- Risk implications – There may be some reputational risks for the City Corporation for not approving the recommendations set out in Appendix 1.
- Equalities implications – The Tackling Racism Taskforce believe this report complies with our Public Sector Equality Duty 2010. The proposals in this report have a positive impact on staff and the communities that it serves who are Black, Asian or Minority Ethnic, to improve equality and inclusion for all.
- Climate implications – None.
- Security implications – None.

Conclusion

21. This report summarises the work and discussions of the Tackling Racism Taskforce's Police Workstream for the City of London Police Authority Board to consider how to take forward. The Tackling Racism Taskforce would underline the importance to the City Corporation to show its commitment by acting quickly, radically and with determination to tackle racism in all its forms.

Appendices

- Appendix 1 – Police Workstream Recommendations
- Appendix 2 – Staffing Workstream Recommendations

Background Papers

- [*Findings and recommendations of the Tackling Racism Taskforce*](#) – Report of the Tackling Racism Taskforce approved by the Policy & Resources Committee on 21 January 2021 and the Establishment Committee on 27 January 2021.

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Appendix 1

Police Workstream Key Recommendations

	<u>Objective</u>	<u>Recommendation</u>
1	Police Force	<ul style="list-style-type: none">• The Tackling Racism Taskforce endorse the good work that the City of London Police are already doing in the area of improving diversity of the Force but note there are some areas where there could be improvement.• The Tackling Racism Taskforce would encourage the City of London Police to sign up to the 40% recruitment target that the Metropolitan Police had recently announced.• The Tackling Racism Taskforce would also recommend the City of London Police set a retention target of Black, Asian and Minority Ethnic officers.• It was recommended that the staffing initiatives already approved and listed in this report be adopted by the City of London Police.
2	Governance	<ul style="list-style-type: none">• The Police Authority Board should take a particular focus on diversity and inclusion as one of its objectives.
3	Engagement	<ul style="list-style-type: none">• The Tackling Racism Taskforce encourage better engagement between the City of London Police and Black communities, as well as schools and businesses. For example, consideration could be given as to whether the City of London Police should take part in a pilot of independent body worn video reviewers• It was noted that the City of London Police do some good work in this area, but the public do not tend to know about this. The Tackling Racism Taskforce would therefore recommend improving communications on the diversity work they do.

Appendix 2

Staffing Workstream Key Recommendations

	<u>Objective</u>	<u>Recommendation</u>
1	Recruitment	<ul style="list-style-type: none">Anonymised recruitment across all grades (not just at senior levels) be introduced at the City Corporation. (Already approved at Establishment Committee in September 2020)
2	Mentoring	<ul style="list-style-type: none">Mentoring and reverse mentoring schemes be developed at the City Corporation. (Already approved at Establishment Committee in September 2020)
3	Training	<ul style="list-style-type: none">All local training budgets at the City Corporation are amalgamated to HR, and professional and technical training, which supports service delivery, is funded from local risk. (Already approved at Policy & Resources Committee in September 2020.)
4	Staff Support	<ul style="list-style-type: none">A scheme be developed at the City Corporation that provides and defines a “safe space” for staff and provides clarity on the terms of reference(s) for meetings convened to discuss tackling racism with staff. (Already approved at Establishment Committee in September 2020)Training be given to key individuals across the organisation who will provide support and guidance for staff on an individual and confidential basis. (Already approved at Establishment Committee in September 2020)
5	Work Experience	<ul style="list-style-type: none">Current and possible schemes that support work experience programmes with schools and young adults in the City of London be explored. (Already approved at Establishment Committee in September 2020)
6	Bullying and Harassment	<ul style="list-style-type: none">A revised HR policy on bullying and harassment be developed at the City Corporation. (Already approved at Establishment Committee in September 2020)
7	Data	<ul style="list-style-type: none">Consideration be given as to how the City Corporation could better utilise the collected, published data and information on diversity of its workforce at all levels (including the introduction of a peer review).