

Committee(s): Police: Professional Standards and Integrity Committee Police Authority Board	Dated: 6 th May 2021 18 th May 2021
Subject: Equality and Inclusion Highlight Report	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	3
Does this proposal require extra revenue and/or capital spending?	NA
If so, how much?	NA
What is the source of Funding?	NA
Has this Funding Source been agreed with the Chamberlain's Department?	NA
Report of: Commissioner of Police Pol 31-21	For Information
Report author: Head of Strategic Development	

Summary

Further to the last report to your Committee, this report presents the latest position regarding the Equality and Inclusion (E&I) Action Plan, which is the principal delivery mechanism of the Equality and Inclusion Strategy. The Strategy was submitted to your November 2020 Committee for information.

A consolidated action plan has been developed, high level details of progress against the plan are appended to this report and an example of how the workstreams will report in future are at Appendix A.

Appendix B provides a summary of the Force's position relating to the recommendations made by the City of London Corporation's (CoL) Tackling Racism Taskforce report.

Also attached at Appendix C is current E&I workforce data relating to BAME and Gender recruitment which is also reported to the Strategic Planning and Performance Committee (Formerly Performance and Resource Management Committee).

Recommendation(s)

It is recommended that Members note the report.

Main Report

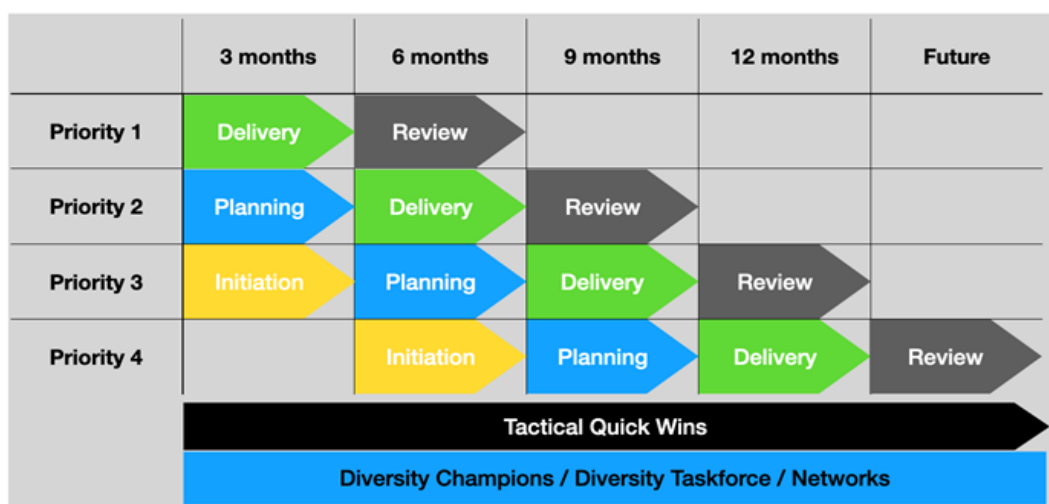
Background

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. 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 action plan as this would be more performance and outcome focused.
3. Members may also recall that the Town Clerk submitted a report to the Police Authority Board in February 2021 under AOB regarding the recommendations from the CoLs Tackling Racism Taskforce and the Force undertook to review these and provide an update on the Force position in relation to these recommendations. (See Appendix B).

Current Position

4. A consolidated action plan to deliver the E&I Strategy and which considers the NPCC¹ Equality Toolkit has been produced and is now being used by the Force to drive activity across the E&I agenda. It is recognised this is very much an internal working document, which will continue to evolve as issues and themes emerge nationally. The Force has engaged a temporary dedicated resource (until June 2021) who has pulled the plan together. They have also proposed a robust reporting and governance regime to ensure that work continues and those charged with delivery can be held to account by the Force's E&I Operational Delivery Board and the E&I Strategic Board. That proposal was agreed by the E&I Strategic Board on 09/04/2021 and is outlined for Members' information at paragraphs 7-10.
5. Action plan delivery has been prioritised as outlined immediately below:

¹ National Police Chiefs' Council



6. The plan has been split into priorities 1 – 4, spanning the next 12 months. These have been agreed by both the T/Commander (ECD) in his role as Chair of the Delivery Board and Assistant Commissioner Sutherland as Chair of the Strategic Board and communicated to all attendees of both Boards.. It has been distributed to all members of the boards and accountable owners identified for all priority items.
7. Attached at Appendix A is a highlight report that was presented at the E&I Strategic Board on 09/04/2021 and provides Members with an update of progress made and a brief reference to next steps.

Governance

8. The outgoing structure relied on individual champions for each protected characteristic to support networks and lead E&I projects. The advantage was it provided a senior voice for each network and allowed the champions to be focussed on their own area, effectively becoming a specialist. The disadvantage was that limited project delivery by champions to only their area. For example, an LGBT+ champion was only responsible for delivering change to that protected characteristic. This limited the sharing of ideas and projects across the diversity spectrum.
9. Whilst this approach was workable, being focused on the delivery of a detailed action plan means the Force needs to be set up for success and create an environment of change accountability and ownership.
10. In the new structure, the Force has established portfolios of activity across the diversity spectrum and assigned senior leads who are accountable for the scope and delivery of their portfolio. Existing E&I Champions will be Special Advisors, supporting both the Networks in their continued development, and advising Portfolio Leads utilising their subject matter expertise. Portfolio Leads will be responsible for delivering workstreams to all diversity strands. E&I Champions would be responsible for supporting and mentoring individual networks, guiding them in best practices and ideas to develop the network.

11. A Diversity Taskforce would be recruited through volunteers to become delivery owners, supporting Portfolio Leads in change delivery. This will be driven by the E&I Delivery Board and held to account by the E&I Strategic Board.

Tackling Racism Taskforce

12. The Force has been engaged with the City of London Corporation's Tackling Racism Taskforce from its commencement, the Co-Chairs had several meetings with the Force before formal Taskforce sessions regarding the work of the City of London Police initiatives to tackle racism and increase diversity.
13. The Taskforce has received presentations from Assistant Commissioner Sutherland and the T/Commander (ECD) Chair of the Delivery Board at its meetings. The Chair of the Police Authority Board was also in attendance at both meetings on the police workstream.
14. Following publication of the Taskforce's report, CoLP has reviewed the recommendations to consider where additional action is necessary by the Force. Attached at Appendix B is a summary of the Force's position against relevant recommendations.

Options

15. There are no options or proposals within this report.

Corporate & Strategic Implications

Strategic implications – The report outlines ongoing activities which the Force is undertaking to improve diversity, equality and inclusion and in so doing will help to deliver the Force's Equality and Inclusion Strategy and directly supports the Corporation's Corporate Plan's aims for equality of opportunity.

Financial implications – none.

Resource implications – none.

Legal implications – none.

Risk implications – none.

Equalities implications – The report outlines how ongoing work supports the Force to meet its obligations under and comply with the provisions of the Public Sector Equality Duty 2010.

Climate implications – none.

Security implications – none.

Conclusion

16. This report provides Members with details of work that is ongoing to deliver the Force's Equality and Inclusion Strategy, and provides Members with

assurance that robust governance is in place to ensure progress continues as expected.

Appendices

- Appendix A – Highlight summary of progress made against the E&I Action Plan and example of how workstreams will report in future.
- Appendix B – Summary Force Response to Tackling Racism Taskforce Report
- Appendix C – E&I Workforce BAME/ Gender Recruitment Data

Stuart Phoenix

Head of Strategic Development, City of London Police

T: 020 7601 2213

E: Stuart.Phoenix@cityoflondon.police.uk