











APPENDIX B – Tackling Racism Taskforce Recommendation	CoLP Response
Anonymised recruitment across all grades (not just at senior levels) be introduced	Anonymised recruitment is in place for all grades 
Mentoring and reverse mentoring schemes be developed	Mentoring is in place and a reverse mentoring pilot commenced in January with 5 partnerships including 3 protected characteristics 
All local training budgets are amalgamated to HR, and professional and technical training, which supports service delivery, is funded from local risk	Training budgets are overseen by L&OD as part of HR. Elements of E&I project are funded by the programme via Strategic Development 
A scheme be developed 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	We are reviewing whether this could form a part of the Allies scheme potentially as a future phase 
Current and possible schemes that support work experience programmes with schools and young adults be explored	This is a key part of our community engagement workstream and is continuing to be progressed via areas like the Police Cadet Scheme 
For a HR policy on bullying and harassment to be developed	CoLP has HR policies on bullying and harassment that will continue to be reviewed 
Consideration be given as to how we could better utilise the collected, published data and information on diversity of its workforce at all levels	We produce a monthly recruitment and workforce dashboard that is utilised to inform our continuing programme of activity 
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.	Our community engagement workstream is focussed on improving engagement with communities. The Professional Standards and Integrity committee receive random dip samples of BWV footage for oversight / Scrutiny. We are considering IASG also receiving dip samples 
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	CoLP is undertaking a task to set aspirational targets for future recruitment. As part of this review we are considering the 40% target The Metropolitan Police have announced, subject to SMB approval 
The Tackling Racism Taskforce would also recommend the City of London Police set a retention target of Black, Asian and Minority Ethnic officers	We will be reviewing setting targets in this area following completion of our aspirational targets 
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	We have a comms strategy aligned to our ongoing work 