

Committee(s): Police Authority Board	Dated: 21 st October 2021
Subject: Equality and Inclusion update: Inclusive Employers response -Supplementary report	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	Equality and Inclusion Strategy
Does this proposal require extra revenue and/or capital spending?	N/A
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/A
Report of: Commissioner of Police Pol 66-21	For Information
Report author: David Cleverley – Strategic Development	

Summary

Members received the quarterly Equality and Inclusion update to the 8th September 2021 Professional Standards and Integrity Committee (PSIC) and it is on the agenda of this Board meeting today. The report includes the Inclusive Employers report as an appendix, which was requested by Members, from its PSIC meeting in May 2021. As a result of publication for the PSIC, the appendix generated some negative press comment.

The recent news article in the London media published select findings from the Inclusive Employers survey report and questioned the City of London Police response to the survey. The Force has been asked by the Police Authority to provide this supplementary report to support the main item on the agenda to show what has been progressed since the IE report was received by the Force in June 2020. Further information on the detail of workstreams is also in the main Equality and Inclusion update on this agenda today.

Recommendation(s)

Members are asked to note the report.

Main Report

Background

1. In June 2020 Inclusive Employers were invited to undertake an independent consultancy project to review the City of London Police’s position with regards to Inclusion and Diversity.

2. Following the completion of 4 focus groups and an anonymous survey open to all staff, the survey was published in August 2020. The survey received 353 complete responses, noted by Inclusive Employers as a third of the force.
3. The report was generally very positive but noted significant findings that emanated from a focus group and have subsequently been reported by the media. These included that bullying and offensive comments can be framed as banter, staff do not feel able to raise issues and a feeling that the Force was not appropriately equipped to deal with issues related to inclusion and diversity.
4. The survey also noted that over two thirds of respondents to the survey feel they *are* treated with dignity and respect.
5. The results of the survey were published in full on the Force intranet on the 5th February 2021 with a commitment from the Commissioner that we ‘must change, if we are to become truly inclusive.’
6. Inclusive employers rated the City of London Police’s maturity status in 2020 as ‘compliant’ (defined as doing what is required to be legally compliant), resulting in the Force setting itself an objective of being ‘established’ (defined as D&I being a regular and established part of what we do) by 2024.

Current Position

7. As has been previously reported to the Board and the Professional Standards and Integrity Committee, in response to the Inclusive Employers survey, the Durham internal staff survey, recommendations from the Tackling Racism Taskforce, and a national E&I policing plan, the Force established and launched a comprehensive programme of activity designed to address all issues and achieve the Force’s strategic objective.
8. The programme of activity is based on addressing issues across 3 key areas, the workforce, communities, and partners. To effectively deliver change the Force has created 6 workstreams, each led by a senior officer or staff equivalent. These are Recruitment and Onboarding, Attraction and Community Engagement, Health and Wellbeing, Leadership and Culture, Learning and Development, and Retention and Exiting with Pride.
9. Inclusive Employers made 16 specific recommendations. All recommendations have been accepted in full and built into the plan, with delivery already achieved against several items.
10. Key recommendations and progress updates include
 - a. Gather EDI data quarterly – This is now gathered and published on a monthly basis and scrutinised by the E&I Delivery Board to monitor the direction of travel
 - b. Develop and provide E&I training for all staff, including a Management module –A training course was delivered in May to all senior leaders in partnership with Inclusive Employers that received outstanding feedback.

All staff have been offered Unconscious Bias training with 75% completing to date. The Force has and continues to run “Focus On” training sessions for all staff, already having delivered sessions on gender, disability, LGBT and neurodiversity.

- c. Develop Inclusion Allies and role model communications campaign – The Allies programme is fully operational with more receiving training quarterly.
- d. Embed position action activities such as mentoring – The Force has developed mentoring activity, reverse mentoring, and talent development programmes specifically targeting those with protected characteristics
- e. Develop consultation and feedback mechanisms that enable all staff to contribute to broad organisational decision making – The governance model developed for E&I activities gathers feedback from all areas as decisions are made. Consideration is being given to how this can be rolled out to other areas.

11. With respect to findings on framing bullying as banter, the Leadership and Culture workstream is specifically targeting this area with 12 separate projects. This includes setting up an annual values, standards and ethics workshop that will be mandated for 100% of staff and officers to attend.

12. The Force is currently in the process of setting up KPI measures against all workstreams and updates on this will be provided at the next Professional Standards and Integrity Committee.

13. The governance structure, including the E&I Operational Delivery board includes attendance from both the Tackling Racism Taskforce and IASG.

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

14. CoLP acknowledges the recent press coverage of the Inclusive Employers survey but would emphasise the survey was first published in August 2020 and a great

deal of work has been done since that time to drive change across workforce culture, engagement with communities, and activity with partners.

15. Negotiations are ongoing with Inclusive Employers to conduct a further survey before the end of 2021 to review the current position and measure successes to date.

Appendices

None

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