

Committee(s): Professional Standards and Integrity Committee	Dated: 5 th November 2021
Subject: Equality and Inclusion Highlight Report	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1 and 3
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 83-21	For Information
Report author: David Cleverley, Strategic Development	

Summary

Further to the last report to your Committee in September 2021, this report presents the latest position regarding activity supporting the delivery of the Equality and Inclusion Strategy, which was originally submitted to your November 2020 Committee for information.

As presented in September, a delivery plan which is split into themes, each with a senior lead, has been developed, details of progress against the plan is appended to this report at Appendix A.

Recommendation(s)

It is recommended that Members note the report.

Main Report

Background

1. At the previous Committee in September, it was agreed that going forward the force would present a report focussed on the refreshed strategy and workstreams, with further details on specific actions that will be delivered across the 6 workstreams. This report contains highlights across the programme of activity and further detail of each workstream and timelines can be found in appendix A.

Current Position

2. Since your last Committee in September 2021, work has progressed across a range of E&I related areas, driven by the Force's E&I Delivery Group, chaired by

the T/Commander ECD and overseen by the Force's E&I Strategic Board, which had been chaired by Assistant Commissioner Sutherland for his tenure.

3. Highlights of work include:

- a. All workstream leads are now appointed, briefed, and have started driving forward their individual portfolios. We have amended the structure of both our delivery board and strategic board and workstream leads are required to attend both to provide updates on delivery progress. Our Strategic Board is now being chaired by AC McLaren.
- b. As has been previously updated, we have organised our NPCC's 48 point Action Plan into 6 themed areas, each headed by a Chief Superintendent or staff equivalent (there are 5 leads in total as one has responsibility for 2 connected areas):
 - i. Recruitment & Onboarding - HR Director
 - ii. Training and Development – HR Director
 - iii. Leadership & Culture – Ch Supt Operational Change
 - iv. Community Engagement – Ch Supt HQ Services
 - v. Retention & Exiting – Ch Supt Economic Crime
 - vi. Health & Wellbeing – Ch Supt Local Policing
- c. An update of initiatives to deliver the action plan, broken down by strand area, is attached at Appendix A.
- d. We are progressing a review of our current E&I structure and looking to provide additional resource to support the E&I manager and workstream leads. This will potentially include offering temporary support roles to graduates from our recent PALs talent development programme. A further update will be provided for the next Committee.
- e. Our September intake of 12 officers has been completed and includes 60% BAME and 16.6% female. All joined the force on the 21st September 2021. A community outreach plan being developed to commence recruitment process for new Constables for September 2022. The draft plan shows 20 new student officers to start in November 2022 plus approximately 40 transferees. Our plans also include attracting volunteers and Specials from diverse communities.
- f. The Black Police Association (BPA) in consultation with charity brap¹ commissioned a survey in July specifically for our Black, Asian and Minority

¹ <https://www.brap.org.uk/>

Ethnic police officers and police staff. Although the results are not yet available, we are aware of a high completion rate across the force.

- g. The new starter buddy scheme has now been adapted to include all new student officers. The scheme was offered to all 12 of the September intake and taken up by 8 of them.
- h. Our joint schools project with AWS (Amazon) planning continues with a planned launch date of November 21 running until Jan/Feb 2022. We are working closely with the Tackling Racism Taskforce (TRT) to plan.
- i. The City Police Cadets relaunched with 18 new cadets (25 in total). 56% female and 52% BAME. We have plans in place to increase this to 50 cadets over the next 18 months
- j. As part of our Health and Wellbeing Strategy we will be training and launching 60 Mental Health first aiders for January 2022. We are also launching a new wellbeing space in Bishopsgate Police Station on 15th November

Impact

- 4. When Inclusive Employers formally assessed the Force against its maturity model, the Force was considered to be 'Compliant'. The Force's aim is to move to 'Established' by 2024. CoLP will not make that determination itself but is currently exploring with Inclusive Employers the cost of conducting another assessment to see what impact the actions being taken by the Force are having on its progress along the Diversity Maturity Model. Although the aim is to achieve Established by 2024, it is anticipated that the depth and range of activities being undertaken by the Force will see us achieving this well before 2024, and possibly moving through the intervening level of 'Programatic'.
- 5. Further to this we are looking at other KPI measures that can be put in place to assess progress against our plan. These will include both qualitative and quantitative measures across surveys, focus groups, the workforce data. We continue to review our diversity dashboard via both our delivery board and strategic board and will utilise this method to assess progress against our agreed aspirational targets

Corporate & Strategic Implications

- 6. 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.
- 7. Financial implications – none.
- 8. Resource implications – none.
- 9. Legal implications – none.

10. Risk implications – none.

11. 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.

12. Climate implications – none.

13. Security implications – none.

Conclusion

21. 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.

Contact:

David Cleverley

Project Manager

Equality and Inclusion

Strategic Development

City of London Police