

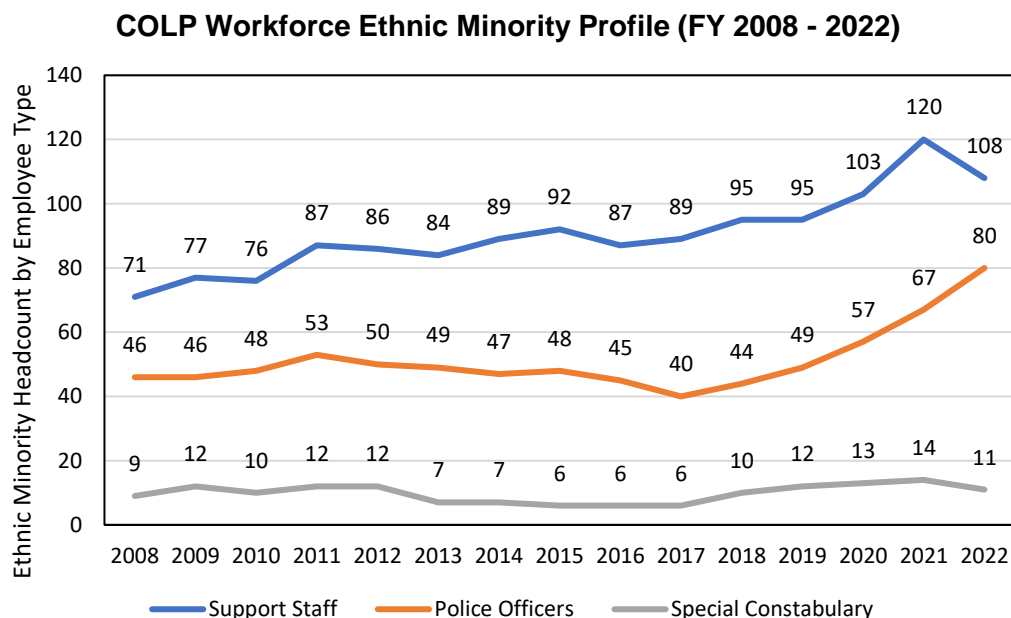
Appendix B- Equality and Inclusion update to Professional Standards and Integrity Committee

Diversity Workforce data and analysis

Ethnicity

- For this reporting period (1st October 2021 to 31st March 2022), the number of Black and Minority Police Officers has increased to 80, (an increase of 7 since the last reporting period (73)) which is in part due to a Student Officer intakes in September 2021 and March 2022. The number of Black and Minority Police Staff has decreased to 108 (a decrease of 7 since the last reporting period (115)), this decrease is due to a number of leavers. The graph below represents the trend for number of Black, Asian and Minority Police Staff, Officers and Special Constabulary within the City of London Police (CoLP) at the end of the financial year from 2007/8 to 2021/22.
- When compared nationally, CoLP Staff Black and Minority representation rate is currently ranked as second highest among all national forces (not including BTP) and is sixth highest for Officer representation (not including BTP¹).
- The Force's Equality & Inclusion Operational Board oversees the work on the National Police Chiefs Council (NPCC) plan. The Force has made improvements in a number of areas and now has innovative advertising and attraction campaigns and is supporting internal applicants through application writing and interview workshops. In addition, there has been an introduction of a buddy system where Black and Minority officers are supported from a buddy when they join the Force.

CoLP Workforce Profile by Ethnicity 2008-2022 (financial year)



¹ Exclusion of British Transport Police (BTP)- the main reason for this is that they are not a Home Office Force nor part of the 43 territorial forces. Police Workforce Census includes them in their stats for some areas as accompaniment, but excludes them from most analysis because they are not a HO force.

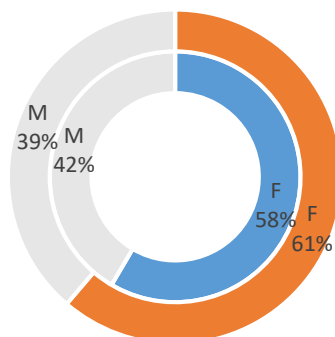
Gender

4. The percentage of female Police Officers stands at 24% in March 2022. As part of 2019-2024 People Strategy, CoLP is continuing to undertake a number of activities to improve female representation. Approximately 26.3% of applications received for the Police Officer recruitment campaigns (internally and externally advertised) were from female applicants; 16% of Police Officer joiners were female in the reporting period. We are seeking to increase our female representation by a number of methods including the wording of our adverts to reflect more flexibility in our offerings including part time.
5. The national average for female Police Staff stands at 61.2% as of 31 March 2021, as of March 2022 CoLP's female Police Staff representation rate is 58.4% (staff within the Next Generation programme are not counted on the Forces strength due to it being a two-year funded programme). It is worth noting that the Force has a more even representation of male and female Police Staff.
6. With regard to improving our female representation we are looking at retention strategies such as supporting females back to the workplace following maternity leave as well as bespoke attraction campaigns and amended recruitment adverts which support flexible working.
7. Following the second successive year of the Direct Entry Detective Programme where we worked with Police Now (75% of those joining are female) we are looking at using a similar entry route for 2022/23 but with a higher intake of recruits. During our student officer campaigns we have been running positive action events including webinars to candidates where we have our female officers taking part to encourage female applicants to apply.

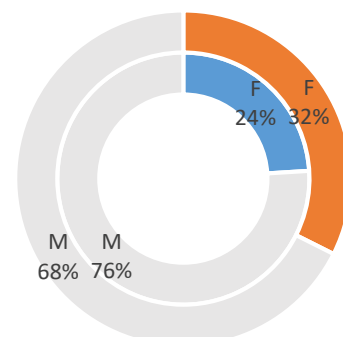
Gender Comparison

- City of London – March 2022
- National Comparison (England and Wales) - March 2021

Staff Gender Profile

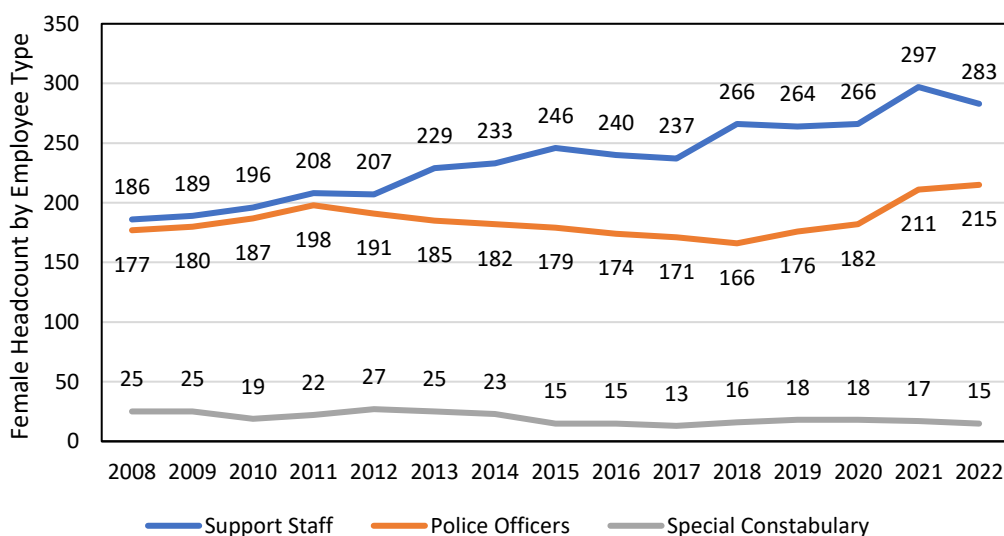


Officers Gender Profile



Workforce Female Gender Profile – 2008-2022

CoLP Female Workforce Profile (FY 2008 - 2022)



Disability

8. The CoLP's disability profile remains similar to data previously reported in the first 6 months of 21-22, with 20 Police Officers and 12 Police Staff currently identifying themselves as having a disability.
9. As of 31st March 2022, 46 Officers are working under 'recuperative duties' (short term) and we currently have 33 Officers on adjusted duties (long term). The Force has also recently introduced Dyslexia Assessors to support colleagues on all matters related to dyslexia including reasonable adjustments.

Sexual Orientation

10. All Police Officers and Police Staff are invited to define their sexual orientation on application to the City of London Police. Across the workforce, 38 members of Staff and/or Police Officers have identified themselves as gay, lesbian or bisexual (up from 36 previously reported), with 857 employees choosing not to disclose this information or choosing "prefer not to say".

Age

11. The current age profile of the Police Staff workforce ranges between 18 and 65+. There are currently 185 Police Staff aged 50 and over. 301 members of Staff are between the ages of 18 and 49.
12. The age profile of Police Officers ranges between 20 and 60+. There are currently 165 Police Officers aged 50 and over. Police Officers can retire once 30/35 years' service has been completed (depending on pension scheme). The Force currently has 11 Officers who have 30 or more years' service and therefore could be eligible to retire. There also another 24 Officers that could be eligible to retire in 2022/2023 as they currently have 29 years' service.

Religion and Belief

13. Currently 21.9% of the total workforce (Police Officers & Police Staff) identify themselves as 'Christian'; 2.3% as 'Muslim'; 0.7% as 'Hindu', 0.6% as Buddhist. 1.3% identified as having another religious belief, 0.3% as Judaism and 0.5% as Sikh, whereas 72.4% either have no religion, prefer not to say or have chosen not to disclose their religion or belief.