

PROFESSIONAL STANDARDS AND INTEGRITY COMMITTEE

PUBLIC OUTSTANDING REFERENCES

6/2022/P	Item 8- VAWG update on activity	A Member suggested CoLP share material and approaches to VAWG with some of the larger businesses in the City of London- with a view to using their networks to spread messages.	Commissioner	Complete- the Professionalism and Trust Dept is developing upon City business relationships, such as with licensed premises and hospitality companies to enable more widespread messaging.
7/2022/P	Item 9- Quarterly Equality and Inclusion Update	Members suggested the Force might want to consider having some kind of Listening Strategy in order to ensure it listens to its people effectively.	Commissioner	Complete- whilst not a formal strategy, the Force has commenced training for the Better Listening campaign programme provided by the Samaritans and is introducing Listening Circles initially for women which will also be rolled out to male staff. Additionally, a working group has been established to help understand the

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				cultural reality of the organisation's current exit processes. This is with a view to provide an understanding of peoples' experiences and the necessity for "retention conversations" in advance of an employee choosing to exit the organisation. The Staff Survey is also being developed and will take place in October 2022.
8/2022/P	Item 9- Quarterly Equality and Inclusion Update	A Member requested in next data update on workforce diversity it would be useful to have data on promotion for ethnicity and gender.	Commissioner	Complete- this data is included in Appendix E, at para 13 of the E&I Update on the agenda.
9/2022/P	Item 9- Equality and Inclusion Update	A Member asked the Force to consider reaching out to undergraduates of Law and Bar Schools as part of the Police Uplift Programme to attract potential recruits as opportunities for these career paths were currently limited.	Commissioner	Complete- the Chief Supt in charge of the Police Uplift Programme confirmed that the Force is already

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				reaching out to Law Schools and Universities as part of the engagement strategy on uplift with some success.
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