

Committee(s): Professional Standards and Integrity Committee Police Authority Board	Dated: 26 September 2022 27 September 2022
Subject: Quarterly Equality and Inclusion Update	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 72-22	For Information
Report author: DCS Rebecca Riggs, DCI Carly Humphreys, Professionalism and Trust; Kam Dhaliwal, Equality & Inclusion Manager	

Summary

This quarterly report provides an update regarding E&I activity since the last update to the May Professional Standards and Integrity Committee (PSIC) and the May Police Authority Board (PAB) within the City of London Police (CoLP) from a national and local perspective. Including, a more detailed update regarding the delivery of the E&I Strategy through the consolidated E&I Delivery Plan, as outlined in Appendix A.

The report also includes highlights of activity regarding the E&I workstreams, in addition to Key Performance Indicators (KPIs) for Equality and Inclusion and Diversity Workforce Data.

Recommendation(s)

It is recommended that Members note the report.

Main Report

Background

- a. As requested by the Chair of the Police Authority Board previously, the actions in Appendix A represent a consolidated plan for all outstanding deliverables within the following plans:

- National Police Chiefs Council (NPCC) Equality & Inclusion (E&I) Plan;
- Police Authority Board (PAB) recommendations;
- Tackling Racism Taskforce (TRTF) recommendations;
- Black and Minority Ethnic Action Plan, and
- Lesbian, Gay, Bi-sexual and Transgender + (LGBT+) Action Plan.

The plan is arranged in cross cutting workstreams and is regularly updated for internal and external review and scrutiny.

Current Position

b. National updates:

The College of Policing (CoP) has developed a new Police Race Action Plan with the National Police Chiefs' Council (NPCC), to address the significantly lower levels of trust and confidence in police amongst some Black people. The Professionalism and Trust (P&T) team is working closely with the College of Policing EDI (Equality, Diversity and Inclusion) team to consider good industry practice across policing and understand areas with which the CoP can support the organisation to deliver the Race Action Plan. In addition, the CoLP has seconded a senior officer working within the NPCC Inclusion & Race Project Team, enabling a direct feedback avenue for any learning, recommendations and guidance.

The P&T team has been working with specialist advisors and consulting with the Staff Support Networks and Associations to ensure that a diverse range of views are considered in the implementation of the National Race Action Plan and also the NPCC VAWG (Violence Against Women and Girls) Action Plan, the governance/ scrutiny for both of these Plans is held at the monthly Renewing and Rebuilding Trust and Confidence meeting, chaired by Assistant Commissioner Betts. Members will note that a detailed report for VAWG is included on the Committee agenda also.

The P&T team has also supported the National Police Chiefs Council (NPCC) and Home Office's Police Uplift Programme by running a pilot version of the national survey of Black and Black-heritage police officers and staff.

c. Local updates:

- The Head of Strategic Development is currently reviewing and refreshing the organisation's Equality & Inclusion Strategy, to reflect a number of changes and activities taking place, such as:
 - (i) New Chief Officer Team appointments;
 - (ii) National Race Plan,
 - (iii) VAWG Action Plan;
 - (iv) The organisation's new Policing Plan, Operational Priorities, Values and Organisational Priorities;

Once the strategy has been completed and signed-off through CoLP internal governance, it will be shared with Committee Members.

- The organisation has commissioned an assessment of the organisation's position within the Inclusion Maturity Model. This is a re-assessment with the original benchmark completed in 2020, providing the organisation with an opportunity to see how it is progressing, identify good practice and any further areas for development. The P&T team will work with the organisation delivering this and an update will be provided to Committee Members once the assessment has been completed.
- The Force is subject to a General Equality Duty set out in section 149 of the Equality Act 2010. The Force has completed its Public Sector Equality Duty report for 2021, which captures the workforce equality data and the Gender Pay Gap Data. The report also includes the Forces refreshed Operational Priorities, Values and Organisational Priorities. The report will be published on the Forces external website as required: ([Equality and diversity employment statistics | City of London Police](#)).
- Since the last Committee in May 2022, the new Professionalism and Trust Team's portfolio has grown to include the Learning & Organisational Development (L&OD) Team which previously reported within HR. This will better equip the broader P&T portfolio to quickly embed recommendations from organisational learning which may relate to Equality and Inclusion.
- The team has started to review a number of its diversity governance boards and procedures. This will ensure the organisation's Equality, Diversity & Inclusion (EDI) processes are still relevant and aligned to our new Policing Plan. The EDI review process will be completed in stages to allow for proper consultation assessment and implementation. Progress will be communicated across the workforce and to key partners, an outline of delivery is provided below:

Stage One (complete)

The Head of the P&T team and E&I Manager have consulted with the Staff Support Networks and Associations (SSNAs). This has provided a clear understanding of which ones provide support and/or affiliation for the organisation and its members. Feedback in relation to the SSNAs has also been gained through staff surveys, listening circles and other opportunities for employee engagement. The consultation has enabled the P&T team to convey the organisational priorities to the SSNAs, identify good practice and work to overcome any barriers preventing delivery of their objectives. A 'map' of the Staff Networks and Associations can be found in Appendix B.

Stage Two (in progress)

The P&T team is consolidating the feedback attained through Stage One and are drafting a proposal to provide greater governance and support. Such as, the development of a new election process and opportunities for all to become SSNA committee members. This also includes an evaluation of the recruitment of Diversity Champions and the funding bid procedure for SSNAs.

Additionally, the P&T team is reviewing the Terms of Reference (ToR) for the E&I Strategic and Operational Delivery Boards. Due to the changes within the organisation (as outlined earlier), it is important that the ToR and attendance, is also updated. This

will assist in reducing duplication and ensuring the objectives of both Boards are met. Once completed, the Committee Members will be provided with the updated ToR.

Stage Three (next step)

A review of the organisation's overarching Equality, Diversity & Inclusion (EDI) Action Plan (implemented in 2020) will be completed. This Action Plan contains all of the EDI activities taking place in Force and is used to measure the progression against the strategy and milestones. This will ensure that national changes are reflected in our Action Plan, such as the National Race Action Plan and the NPCC Violence Against Women & Girls Action Plan.

Additional work will be required to re-examine the successful PALs Programme, Diversity Allies Scheme, Developmental Programmes, the EDI Volunteers Programme and any other initiatives, with the aim of ensuring they remain current and are adequately resourced. Understanding the picture will include engagement through listening circles, deep dives, consultation with specialist advisors, benchmarking against other organisations, and learning from recommendations and best practice.

d. Highlights of the E&I strand work since the May update include:

1. Recruitment and onboarding

- The Force currently has 27 student constables who have confirmed acceptance to start on 8th August 2022. For the August 22nd cohort, there are currently 13 new constables who have confirmed acceptance. From the student constable intakes, 75% are male and 25% are female. 76% are non-BAME and 11% are from a Black, Asian, and Minority Ethnic background. Please refer to Appendix C for further details.
- The organisation's new recruitment and advertising campaign went live on 6th May 2022. The latest data demonstrates a progressive increase in the number of social media posts, impressions and engagements. Please refer to Appendix D for further details.
- The CoLP continues to attend events at religious centres and colleges/universities, they been working with Lancashire Outreach Team in the Community for Under-Represented Groups. The Force has provisional approval from the East London Mosque to host this in due course.

2. Leadership and Culture

- The team has had further meetings with the Commissioner to develop the thinking on the force's framework, for internal diversity and inclusion staff awareness inputs (*Values, Ethics, Equity and Belonging* programme). This is to be presented to the force's wider Chief Officer's Team for approval.

- The first stage of the *Values, Ethics, Equity and Belonging* programme is being actively developed. This will be a series of all-staff *Our People* events in November, to be hosted at the Aviva building.
- The organisation's Data Bias Working Group continues to meet regularly to discuss pertinent topics and agree the correct forum to take this forward.
- Please see Appendix G for an infographic of the 'Our Culture' showing the breadth of event types.

3. Community Engagement

- The organisation met with the Amazon Web Service's and the Metropolitan Police contact for the 'Schools Project' and other key stakeholders to agree that the project will be run again with a potential launch date of 24 September 2022. It is currently awaiting agreement by all partners and clarification of roles and responsibilities. The Partnership and Prevention Hub is looking to implement a Schools programme to educate young people on current societal and policing issues, including healthy relationships, VAWG and misogyny.
- Regarding young people, the Force Volunteer Cadet Unit now has a cohort of 27 cadets (11 male, 16 female and 66% of those from Black and Minority Ethnic backgrounds). Plans are underway to introduce a Youth Independent Advisory Group (YIAG). A paper is being considered by the Chief Officer Team in September around governance and implementation of the YIAG.
- The Force Research & Analysis Unit has produced a Force Community Profile, it will be continually updated with the Census results later this year. This profile will better inform how we can tailor our approach and impact in relation to community engagement.

4. Health & Wellbeing

- The MIND Mental Health (MH) working group, established at a senior level, held its first workshop to map out an improvement plan for the Force. Further updates regarding this will be provided for the next committee meeting.
- Training has commenced for the Better Listening campaign programme as a result of the agreed funding, and Mental Aid first aider instructors have been approved, allowing for further courses to be completed internally. Already, 10 staff members have been trained and 10 more are due to be trained in the coming months.
- The Post Incident Support Programme (PISP) has been re-energised and processes will now be established to implement this in force to compliment the (Trauma Risk

Incident Management) TRIM process. This programme particularly works well to support officers returning to the workplace following traumatic incidents.

5. Retention and Exiting the organisation

- A working group has been established to help understand the cultural reality of the organisation's current exit processes. It provided an understanding of peoples' experiences and the necessity for "retention conversations" in advance of an employee choosing to exit the organisation.
- As a consequence, a new process is being mapped with further consultation to take place later this year with SSNAs, specialist advisors and representatives from various teams.
- A review of the current exit interview questions will be completed to ensure they remain relevant and deliver the required information. An example of a new potential reason for leaving the organisation is cost of living crisis.

e. Diversity Workforce Data

The Diversity Workforce data is now be presented to this Committee for oversight and scrutiny.

Please refer to Appendix E for full details.

f. Performance Measures

The force has undertaken a review of how it measures progress and success against their E&I Strategy. Key Performance Indicators are aligned to the new Policing Plan 22-25. The organisation is currently considering how these will be presented for internal governance ahead of them being presented to Members for scrutiny.

Please refer to Appendix F for full details.

Appendices

- Appendix A – Highlight summary of progress made against the E&I Action Plan.
- Appendix B – Networks and Affiliations Map.
- Appendix C - Recruitment and Onboarding
- Appendix D – Advertising & Communications.
- Appendix E – EDI Report Workforce Equality Data August 2022
- Appendix F – draft KPI Measures Table.
- Appendix G- Infographic of Cultural Development Events

Contact:

Detective Chief Supt Rebecca Riggs

Professionalism and Trust

City of London Police

Rebecca.riggs@cityoflondon.police.uk

Detective Chief Inspector Carly Humphreys

Professionalism and Trust

City of London Police

Carly.Humphreys@cityoflondon.police.uk

Kam Dhaliwal, Equality & Inclusion Manager

Professionalism and Trust

City of London Police

Kamalpreet.dhaliwal@cityoflondon.police.uk