

## Appendix E

### **Police Authority Board - Professional Standards and Integrity Committee Quarterly Equality and Inclusion Update - August 2022**

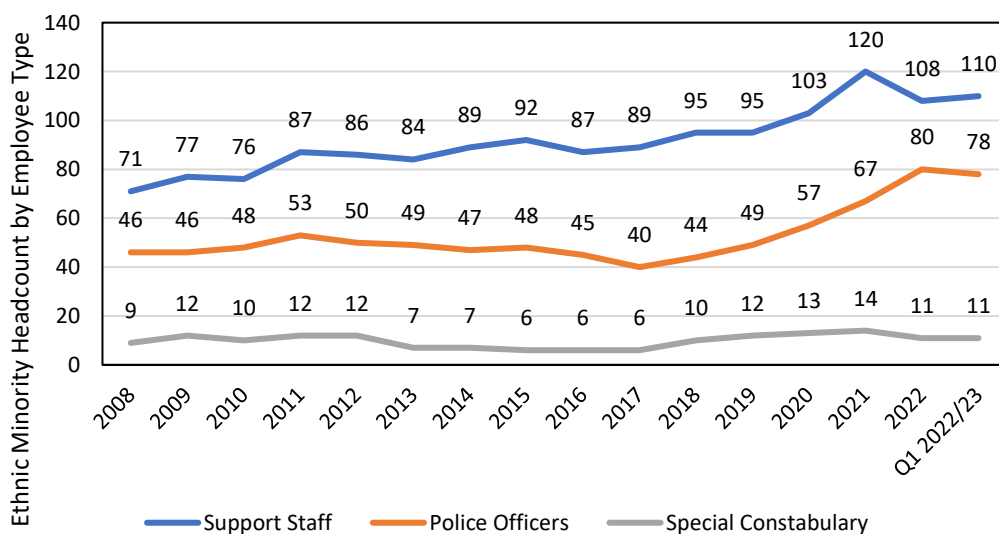
#### **Workforce Monitoring Report**

#### **Ethnicity**

1. For this reporting period (1<sup>st</sup> April 2022 to 30<sup>th</sup> June 2022), the number of Ethnic Minority (excluding white minority) Police Officers has slightly decreased to 78 due to a couple of resignations. The number of Ethnic Minority (excluding white minorities) Police Staff has increased to 110. The graph below represents the number of Ethnic Minority Police Staff, Officers, and Special Constabulary within the Force at the end of each financial year from 2007/8 to 2021/22 and Q1 2022/23.
2. When compared nationally, the Force's Staff Ethnic Minority representation rate is currently ranked second highest among all national forces (not including BTP) and is sixth highest for Officer representation (not including BTP).
3. The force's Equality & Inclusion Operational Board oversees the work on the NPCC plan. The force has made improvements in a number of areas. The force 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 Ethnic Minority officers are supported by a buddy when they join the force.

#### **Force Workforce Profile by Ethnicity 2008-2023 (financial year)**

##### **COLP Workforce Ethnic Minority Profile (FY 2008 - 2023)**



## Gender

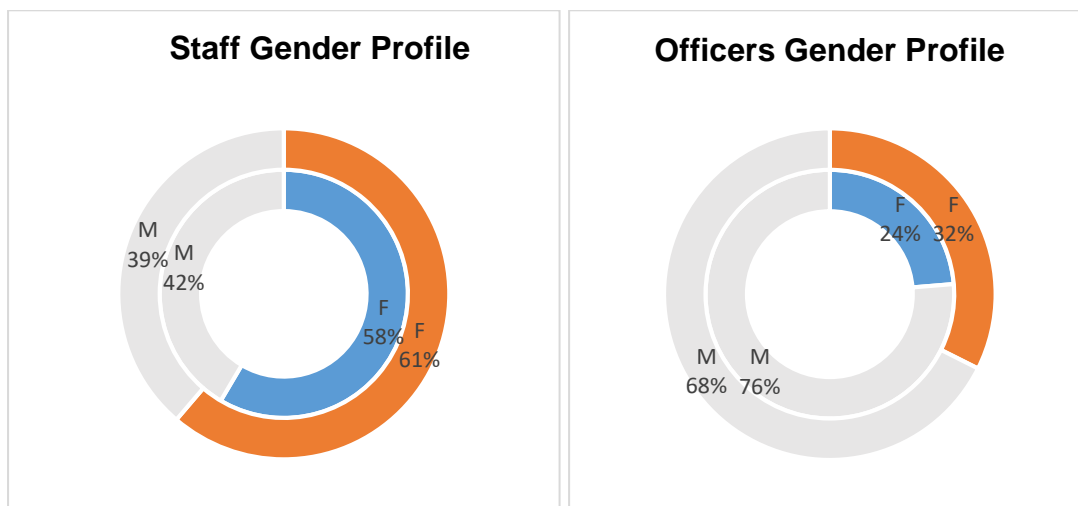
- The percentage of female Police Officers stands at 23.7% in June 2022. As part of 2019-2024 People Strategy, the Force is continuing to undertake a number of activities to improve female representation. Approximately 26.1% of applications received during the period (April – June 2022) for Police Officer recruitment campaigns (internally and externally advertised) were from female applicants; 9.1% of Police Officer joiners were female in the reporting period. The Force can seek to increase the female representation by a number of methods including the wording of the adverts to reflect more flexibility in our offerings.

The national average for female Police Staff stands at 61.2% as of 31 March 2021, as of June 2022 the Force's female Police Staff representation rate is 58.5%. It is worth noting that the force has a more even representation of male and female Police Staff.

- In regard to improving the female representation the Force 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.
- Following the second successive year of the Direct Entry Detective Programme, where 75% of those that joined were female in March 2022, the Force are collaborating with Police Now again, to recruit a higher intake of recruits for 2022/23. During the student officer campaigns the Force have been running positive action events including webinars to candidates where the Force have female officers taking part to encourage female applicants to apply.

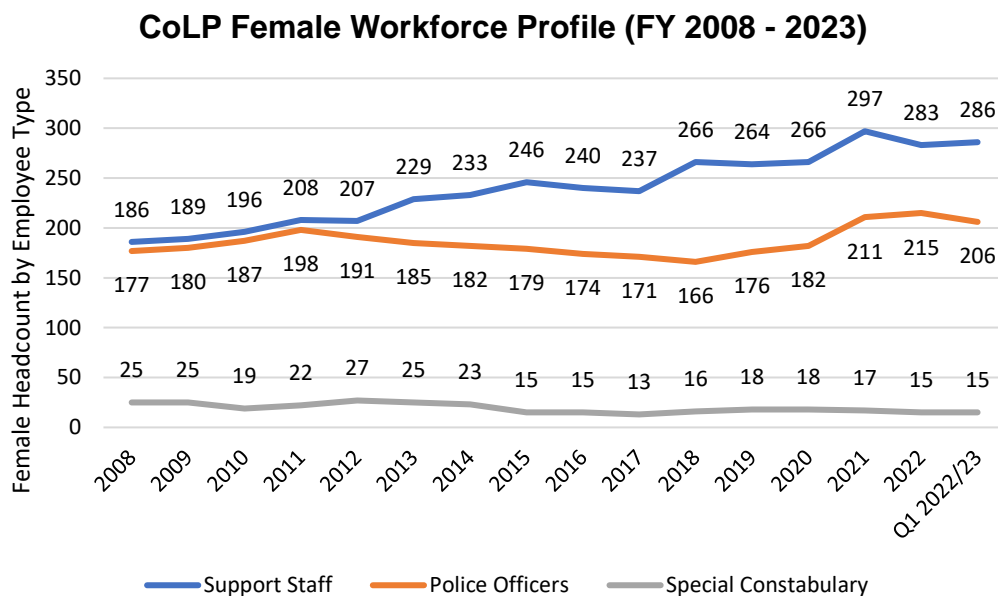
## Gender Comparison

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



## Workforce Female Gender Profile – 2008-2023

Looking at the graph below, the reduction in female officer headcount is related to the number of female officers leaving the force in the last three months, the majority of which retired from policing, as well as a number of female Officers going on secondment to other forces or associated organisations. Secondments out of force can be great development opportunities for Officers in which they can gain additional skills to put into practice on their return to the Force.



## Disability

7. The Force's disability profile remains similar to data previously reported with 21 Police Officers and 12 Police Staff currently identifying themselves as having a disability.
8. As of 30th June 2022, 42 Officers are working under 'recuperative duties' (short term) and they currently have 35 Officers on adjusted duties (long term).

The force has in-house Dyslexia Assessors which support colleagues on all matters related to dyslexia including reasonable adjustments.

## Sexual Orientation

9. All Police Officers and Police Staff are invited to define their sexual orientation on application to the City of London Police. Across the workforce, 37 members of Staff and/or Police Officers have identified themselves as gay, lesbian or bisexual (38 previously reported), with 833 employees choosing not to disclose this information or choosing "prefer not to say".

## **Age**

10. The current age profile of the Police Staff workforce ranges between 18 and 65+. There are currently 176 Police Staff aged 50 and over. 313 members of Staff are between the ages of 18 and 49.
11. The age profile of Police Officers ranges between 20 and 60+. There are currently 153 Police Officers aged 50 and over. Police Officers can retire once they complete 30/35 years' service (depending on pension scheme). The Force currently has 10 Officers who have 30 or more years' service and therefore could be eligible to retire. There also another 18 Officers that could be eligible to retire in 2022/2023 as they currently have 29 years' service.

## **Religion and Belief**

12. Currently 22.8% of the total workforce (Police Officers & Police Staff) identify themselves as Christian; 2.4% Muslim; 0.7% Hindu; 0.5% Buddhist. 1.3% identified as having another religious belief, 0.4% Jewish and 0.6% Sikh, whereas 71.3% either have no religion, prefer not to say or have chosen not to disclose their religion or belief.

## **Promotions**

13. There were 4 promotions campaigns between August 2021 – July 2022 at various stages of recruitment/on-boarding including a Superintendent, Chief Inspector, Inspector and Sergeant campaign. (Another 3 promotion campaigns took place in this time period but due to a different application process diversity information is not collected at recruitment stage.) Of the 4 main promotions campaigns, 17.1% of applicants were female and 7.2% of applicants were from an ethnic minority background. Of those that were successful at interview, 21.4% were female and 5.4% were from an ethnic minority background.