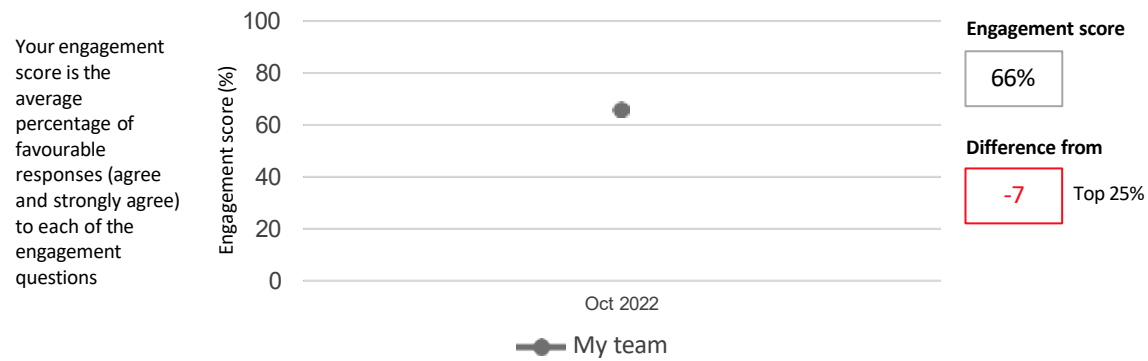


- 1** Your Wider Team
Your Wider Team includes all teams beneath you. Comparisons to other parts of City of London Police are against the Wider Team scores.
- 2** Engagement score
This is your team's overall engagement score.
- 3** Top 25%
How far ahead or behind your team's engagement is from the score to be in the top 25% of teams.
- 4** % Favourable
Your team scores = % agree + % strongly agree. Differences or changes of more than 5% are boxed to highlight them.
- 5** Engagement Priorities – strengths and opportunities
The categories are plotted on the grid according to:
(a) how your team scores in each category, and
(b) the impact that category has on engagement.
- 6** Key priorities
The strength category is selected based on a combination of relatively high overall score and high impact on engagement. Within that category we target the question that has a combination of high impact on engagement and low score. You need to maintain and/or build on this strength.

The opportunity categories are selected based on a combination of relatively low score and high impact on engagement. Within each category we target the question that has a combination of high impact on engagement and low score. We suggest you start by addressing these questions with your team.

Engagement score



Response rates: CoLP: 64% (971)

The 5 questions that make up the Engagement score



Key

71% % Favourable (% agree + % strongly agree)

+3 Higher by %

+6 Higher by >+5%

<6 Less than 6 responses – Anonymity Protected

Your current score compared to others is:

0 No change

-3 Lower by %

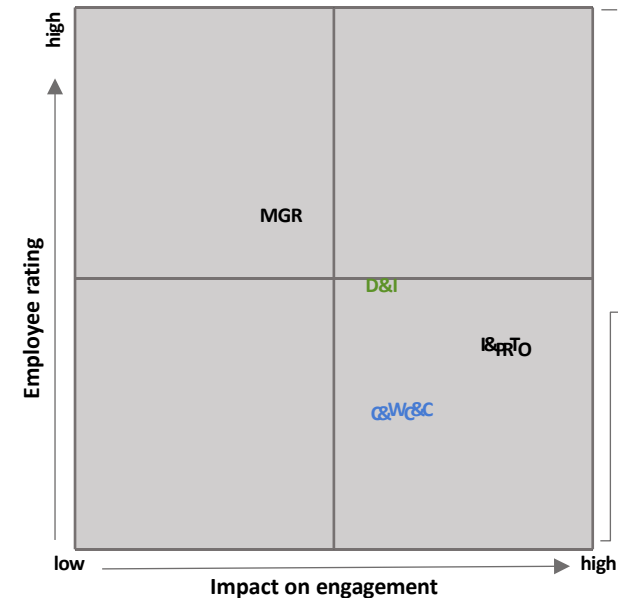
-6 Lower by >-5%

NH No History

Engagement Priorities – strengths and opportunities

Lower impact areas
These have less effect on engagement - do not completely ignore these as priorities can change.

- PRO** Professionalism
- I&T** Integrity & Trust
- W&C** Wellbeing & Compassion
- C&C** Communication & Collaboration
- D&I** Diversity & Inclusion
- MGR** My Manager



[Use Interactive Version](#)

Key priorities

Focus on 1 strength & 2 opportunities

Diversity & Inclusion

Capable people succeed in CoLP regardless of their background

Wellbeing & Compassion

CoLP is a psychologically and emotionally healthy place to work

Communication & Collaboration

Leaders communicate openly and honestly

The summary below should help you identify where your team’s employee experience differs significantly from the City of London Police overall average. These are the areas where you can learn from other City of London Police teams. Find out what other teams similar to yours are doing to get stronger results in these areas and be prepared to share your team’s successes with others

Highest Scoring

	My team
1. My Manager treats me with respect, dignity and compassion	85%
2. My team act with compassion, integrity & professionalism at all times to the public	85%
3. My manager is is approachable and easy to talk with	83%

Lowest Scoring

	My team
1. My pay and benefits are a fair reflection of my contribution	25%
2. I have confidence in the decisions made by senior leaders	27%
3. My directorate SLT recognises and rewards good work	34%

Key

Your current score compared to others is:

71%	% Favourable (% agree + % strongly agree)
+3	Higher by %
+6	Higher by >+5%
-3	Lower by %
-6	Lower by >-5%
0	No change
<6	Less than 6 responses – Anonymity Protected
NH	No History

Professionalism

My team

56%

Overall Score

There are good opportunities for me to develop my career in CoLP



I am provided with the equipment and knowledge to do my role effectively



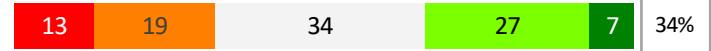
My team act with compassion, integrity & professionalism at all times to the public



Poor behaviour is always addressed quickly in my team



My directorate SLT recognises and rewards good work



If a member of my family were a victim of crime in City of London I would be confident CoLP would deliver an exceptional service



Integrity & Trust

My team

56%

Overall Score

I have the right level of autonomy to make decisions and do my job effectively



My manager is approachable and easy to talk with



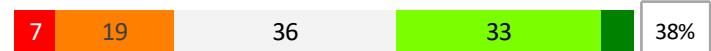
Victims are at the heart of all decisions and actions in my team



I have confidence in the decisions made by senior leaders



CoLP has a culture of continuous learning, not blame



Key

Your current score compared to others is:

71% % Favourable (% agree + % strongly agree)

+3 Higher by %

+6 Higher by >+5%

-3 Lower by %

-6 Lower by >-5%

0 No change

<6 Less than 6 responses – Anonymity Protected

NH No History

* Not comparable (kpi/questions have changed)

Wellbeing & Compassion

My team

Overall Score

48%

I am able to balance my work and home life well



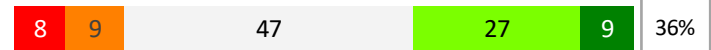
My pay and benefits are a fair reflection of my contribution



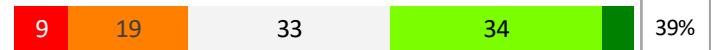
My team act with compassion, integrity & professionalism at all times to each other



Flexible working patterns are fairly applied across the force



CoLP make it easy for me to manage my stress levels



CoLP is a psychologically and emotionally healthy place to work



Communication & Collaboration

My team

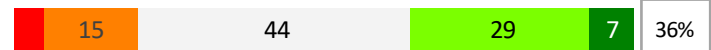
Overall Score

47%

I understand my role in delivering our Policing Plan



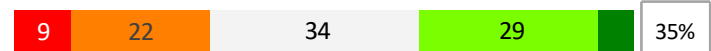
Our Policing Plan motivates me



Important news and changes are communicated quickly to officers and staff



Leaders communicate openly and honestly



The goals and targets of CoLP have been clearly communicated to me



The Chief Officer Team of the force make their expectations clear of me



Key

Your current score compared to others is:

71% % Favourable (% agree + % strongly agree)

+3 Higher by %

+6 Higher by >+5%

-3 Lower by %

-6 Lower by >-5%

0 No change

<6 Less than 6 responses – Anonymity Protected

NH No History

* Not comparable (kpi/questions have changed)

Diversity & Inclusion

My team

64%

73%

40%

71%

64%

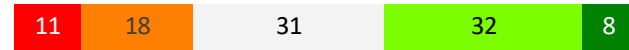
71%

Overall Score

I have not personally witnessed or experienced BHD (bullying / harassment / discrimination) in the last 12 months



Capable people succeed in CoLP regardless of their background



CoLP respects people from all backgrounds and cultures



I'm confident CoLP would respond effectively to reports of inappropriate behaviour



There is a strong and visible commitment to promoting diversity, equity and inclusion at CoLP



My Manager

My team

73%

85%

62%

78%

70%

70%

Overall Score

My Manager treats me with respect, dignity and compassion



My manager gives me regular, honest, useful feedback through 1:1s



My Manager values my input and opinions



My Manager supports my career aspirations



My Manager helps the team stay focussed on priorities, even in challenging times



Key

Your current score compared to others is:

- 71% % Favourable (% agree + % strongly agree)
- +3 Higher by %
- +6 Higher by >+5%
- 3 Lower by %
- 6 Lower by >-5%
- 0 No change
- <6 Less than 6 responses – Anonymity Protected
- NH No History
- * Not comparable (kpi/questions have changed)