

City of London Police

Good practice example

Listening Circles for female colleagues will take place throughout this year aiming to deliver real change for women working for the City of London Police. This forms part of the force's overarching commitment to tackling Violence against Women and Girls (VAWG).

The Listening Circles initiative follows on from City of London Police Commissioner's forums, which were introduced to understand the feelings of the female workforce and act where concerns were raised. These forums were successful, not only in that they were well attended but that they also provided opportunities for the City of London Police to review historic incidents and support employees raising concerns.



Moving forward, female officers and staff of all ranks and grades within the City of London Police can take part in one of the in-person or virtual Listening Circle sessions. These sessions are a safe space for colleagues to share experiences and concerns and collectively find solutions to issues. They will be chaired by a member of the Professionalism and Trust and everything discussed will be confidential, with only key themes to be taken to the Trust and Confidence Board for awareness and support.

Following on from the Commissioner's forums there have already been two introductory listening circles held by the force, where the 25 women from across the force who signed up to participate, agreed: the purpose of holding Listening Circles; how these will run in force; and aspirations for future sessions.