

Professionalism & Trust

Police Race Action Plan- Six Month Overview

Det Supt Kate MacLeod, April 2023



A local service with a national role, trusted by our communities to deliver policing with professionalism, integrity and compassion

Police Race Action Plan (PRAP) CoLP Overview

- The City of London Police remains supportive of the Police Race Action Plan (PRAP) and has participated in the National Black Police Survey.
- HMICFRS has reaffirmed that Race and Policing will feature strongly within a number of their future inspections.
- Our Force's Professionalism & Trust team is overseeing the implementation of our localised version of the PRAP which is being developed in conjunction with the Force's Black Police Association and other Network leads.
- As part of our local plan, we have made a commitment to include the issues of intersectionality and are consulting with other Network leads as our plans develop.
- Representatives from our Force have attended briefings and icebreaker sessions held monthly since December 2022, including
- We have provided a Superintendent on secondment to the College of Policing to lead on aspects of the PRAP programme since its inception.
- Having been nominated as an 'Ice-breaker' force, we need to ensure we are making progress throughout 2023, maintaining momentum and showcasing our good practice
- The College of Policing are publishing their first edition of a Digital Magazine in May 2023 to highlight good National practice being undertaken against the plan. Our Inclusivity Programme has been selected as the main feature for this publication.
- The following slides provide an overview of some of our key achievements in P&T over the last 6 months



Police Race Action Plan
Improving policing for
Black people



Black History Month- Series of 3 'Focus on' sessions



ATTENDANCE = 97, ONLINE VIEWS= 137 OVERALL RATING= 5*

“An opportunity to meet and speak with Luther Blissett, former England International footballer and Watford’s all-time top goal scorer (as well as playing the most games for the club too!). Luther has worked as an ambassador for ‘Show Racism The Red Card’ and been honoured as a Freeman of the Borough of Watford as well as made Deputy Lieutenant of Hertfordshire, appointed by the High Sherriff and approved by Her late Majesty. Both honours are for his work with the community and anti-racism. He will be talking to us about his childhood, experiences of racism in sport and thoughts around the future of policing”



ATTENDANCE = 67, ONLINE VIEWS= 211, OVERALL RATING= 5*

“This Black History Month, colleagues are invited to hear from Maame Yaa Tiwaa Addo-Danquah, Commissioner of Police and Executive Director at the Economic and Organised Crime Office in Ghana. After joining the Ghanaian police in 1990, Maame consistently excelled in her career, rising to many leadership positions, including becoming the first female Director-General of the Criminal Investigation Department since its inception in 1948. In 2021 she received the International Association of Women Police (IAWP) Leadership Award. During this session, Maame will talk about her varied and distinguished career. She will share personal experiences of resistance and misogyny she has encountered during her career and strategies to overcome barriers and drive cultural change”



ATTENDANCE = 88, ONLINE VIEWS= 155, OVERALL RATING= 5*

“Mentivity is a company that many colleagues will already be aware of from our collaborative work with them around the impact of Stop & Search. Sayce will be talking about the impact of his Grandparent’s journey on him, and his own personal history. He will also talk about key events in policing and the impact that these have had on the Black community. He will be bringing a young person from his community group to talk about the impact that police Stop and Search has had personally on them - something for all of us to learn from. The feedback we have had from Mentivity’s inputs so far has been truly outstanding”



Launch of Inclusivity Programme

A black poster for the 'Launch of Our Inclusivity Programme'. At the top left is the City of London Police logo. The main title 'LAUNCH OF OUR INCLUSIVITY PROGRAMME' is in white and red text. Below it is the date '25th November' and a note to visit the COLP intranet for other dates. A row of colorful, stylized human figures in various colors (blue, green, yellow, orange, red) is positioned behind the text. Below the figures, it says 'Guest speakers include:' followed by four circular portraits of speakers: Angela McLaren (Commissioner), Raj Kohli (Chief Superintendent Hampshire Police), Sanjay Andersen (T/Chief Superintendent), and Kate MacLeod (T/Superintendent). At the bottom right, there is a red 'i' icon and the text 'ALL STAFF MUST ATTEND' with a note to book via SharePoint.

CITY OF LONDON POLICE

LAUNCH OF OUR INCLUSIVITY PROGRAMME

25th November

Please visit COLP intranet for other available dates

Guest speakers include:

Angela McLaren
Commissioner

Raj Kohli
Chief Superintendent
Hampshire Police

Sanjay Andersen
T/Chief Superintendent

Kate MacLeod
T/Superintendent

ALL STAFF MUST ATTEND
Please book your place via SharePoint

Four 'in person' launch events for this programme have now taken place across November, December and March, over 600 officers and staff have attended. Three further 'launch' sessions are taking place online in May 2023 to 'wash up' all colleagues and staff who were unable to attend one of the events at either Aviva or Deutsche Bank.

This programme aims to provide a contemporary, engaging approach to diversity and inclusion education. Instead of a one-off classroom course, officers and staff can choose from a menu of activities on various aspects of diversity and inclusion, ranging from attending a theatre production to volunteering in community engagement events. Staff must engage in at least one of these sessions every 6 months as part of their CPD. Next steps for the P&T team are the 'so what' - the evaluation and measurement of success.

The College of Policing publishing their first edition of a digital magazine aimed at showcasing good practice by forces against the PRAP. The City of London Police's Inclusivity Programme has been selected as the feature piece for this publication.

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Sponsorship Programme, to launch Summer 2023

This year, we are developing and launching a Sponsorship programme for our black, Asian and minority ethnic colleagues. Following extensive research, a proposal was put together and presented to the Chief Officer Team by the then Chair of the BPA and Organisational Development. The driver for this is that the NPCC has raised representation as a serious issue for all police forces, it also links to many actions within the National Police Race Action Plan. This programme can help support improvements in representation across CoLP.

We are committed to ensuring that we support the investment of recruitment and protect the retention of Black, Asian and minority ethnic Officers and Staff and develop our leaders of the future. This initiative will form part of our commitment to positive action. We worked with the NHS National Finance Academy, who have run a programme for 4 years in the development of this programme. The proposal was approved and AC O'Doherty is the Force Sponsor. The proposed timeline for delivery is.



Positive Action Leadership Scheme (PALs)

PALS is a Positive Action Leadership Development programme for constables, sergeants and police staff equivalents from ethnic minority backgrounds. It is a modular programme delivered over nine months and is based on Stephen Covey's 'Seven Habits of Highly Effective People'. The programme focuses on professional development and themes linked to the Seven Habits including building personal resilience, networking, presentation skills. We have now delivering our second cohort of the programme to a total of 12 officers and staff.

Some successes from attendees include: two delegates have attained promotion and others have undertaken a number of E&I related projects as a result of the programme, which have included an attachment to E&I and delivering the inaugural "Our People" Conference.

Below is some feedback from attendees to date:-

- Everyone's input was very interesting - Healthy discussion about key challenges in the police
- The highlight was listening to the individual stories of each participant. This was very powerful and helped with peer learning and also highlighted how we all have similarities.
- I found the programme very well structured and includes a variety of engaging topics. The trainers have been very open and given a platform for everyone to confidently discuss their views
- A very well structured programme that brought out meaningful conversations as well as developing me personally and opening my mind to new skills, experience and understandings.



Promotion Development Proposal for those from Under-represented Groups

This proposal was presented at People Board in early 2023 by our Organisational Development team, where it received praise and support. The programme aims to provide support to officers from under-represented groups who are applying for promotion, either Constable to Sgt or Sgt to Insp.

Rationale-

- Policing Plan – commitment to “Our People”, creating an inclusive environment
- A business case for positive action – under-representation in sergeant and inspecting ranks
- Retention – ensuring the City of London Police retains a diverse workforce

Taught Module	Subject
One	Promotion planning, growth mindset, gathering evidence, interviews and using the CVF, mock boards with feedback <ul style="list-style-type: none">• Planning out own promotion timeline, what they need to do/by when, support they may need, barriers/risks etc. The afternoon will focus on gathering and structuring evidence, the do's and don'ts, mindset of the sergeant/inspector rank
Two	Operational scenarios as a sergeant/inspector, mock boards with feedback <ul style="list-style-type: none">• Include recordings of operational scenarios which will be played in small groups with discussions on key points, so that participants understand how their board will be scored and give them an understanding of what good looks like
Three	Current affairs in policing which impact on the rank of sergeant and inspector, navigating police culture as a sergeant/inspector <ul style="list-style-type: none">• Overview of how national picture impacts policing, will include specific examples of excellent competence as a sergeant/inspector, participants will consider the knowledge, skills and experience that are invaluable at the next rank
Four	Leading yourself and others as a sergeant/inspector, managing upwards to deliver change <ul style="list-style-type: none">• Includes briefings, bringing people with you, managing teams, managing your own wellbeing and others, will include a mock board with feedback
Five	Management and culture change

Design and collaboration is now underway with a view to course delivery in 2nd/3rd quarter of 2023, in line with promotion campaigns.



Next steps for CoLP's local Race Action Plan

- The P&T team are hosting workshops with BPA colleagues throughout April and May 2023. The purpose of these meetings is to review and consolidate our proposed plan, ensuring we have considered intersectionality and diversity of thought.
- An 'early version' of the plan has gone out to business / thematic leads in CoLP and drop-in sessions have taken place to capture initial thoughts. Once workshops have been completed, we will be working with identified leads across the force to agree on actions, capture current action underway and agree on KPIs / what success looks like.
- Our local plan reflects 4 workstreams :-
 - * Internal Culture
 - * Use of force
 - * Communities and Relations
 - * Protection from Victimisation
- Agreement will also be required re governance, in a similar way to VAWG it will likely include monthly action plan updates, benchmarking and feed into RRTC Board.
- Closer working with Comms is being prioritised in order to showcase progress and activity underway. Discussions are taking place around a dedicated space for our work against PRAP.

