

Committee(s): Professional Standards and Integrity Committee Police Authority Board	Dated: 15 September 2023 20 September 2023
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 95-23	For Information
Report author: Detective Superintendent Kate MacLeod, T/Chief Superintendent Sanjay Andersen, Head of Professionalism and Trust	

Summary

This report provides an update regarding Equality & Inclusion(E&I) activity within the Force from a national and local perspective since the last report to your Committee in May 2023. Appendix A provides an infographic regarding the vision of City of London Police's (CoLP's) refreshed Equity, Diversity & Inclusion Strategy, renamed from Equality & Inclusion.

The report also includes highlights of activity regarding the E&I workstreams, the Police Race Action Plan, work on Violence Against Women and Girls and CoLP's Inclusivity Programme.

Recommendation(s)

It is recommended that Members note the report.

Main Report

Background

This is a regular report to your Committee provided quarterly. It updates on activity relating to Equality and Inclusion in the City of London Police.

Equity and Inclusion Strategy Refresh

- a. The draft E&I Strategy Update provided in Appendix A, represents the direction for the future Equity, Diversity and Inclusion Strategy 2023-2026. CoLP's mission is to become the most inclusive and community oriented police force in the country and will strive to accomplish this under four Strands:
- 'Our People': building a workforce that reflects the communities CoLP serves, and which creates a sense of belonging;
 - 'Our Public': placing Equity & Inclusion at the centre of CoLP's service delivery, to ensure the public trust the force to act fairly and with integrity;
 - 'Our Processes and Policies': ensuring these are fully inclusive and informed by diverse representation on scrutiny and decision-making bodies.
 - 'Our Partners': we influence Equity and Inclusion through our network and supply chain.

The draft strategy is currently out for consultation with internal partners prior to being presented to the Chief Officer Team and Police Authority Board. It is intended that the final draft will be circulated as part of November's cycle of Committee meetings with the Police Authority.

Current Position

- b. **National updates:**

Police Race Action Plan –

The National Police Race Action Plan (PRAP) Team have now appointed Commander Dr Alison Hydari (MPS) as the new policing lead, replacing DCC Tyron Joyce, from the 21st of August 2023. We expect to receive messaging from Dr Hydari and the National team in due course.

The cyclical implementation of anti-racist practice (led jointly by College of Policing and NPCC team) continues, with events held in March and June. These have focussed on laying the foundation of theory, practice, and implementation approaches for anti-racist policing practice. CoLP continue to be represented at these events, the next will

be taking place this month - focusing on reflecting, sharing implementation strategies, and best practices.

Locally, a series of workshops have now taken place with members of our Black Police Association (BPA), alongside other Network members. We have agreed that our local focus will be on 4 pillars of work:-

- PILLAR 1: Internal Culture
- PILLAR 2: Use of Policy and Powers
- PILLAR 3: Community and Relations
- PILLAR 4: Protection from Harm and Victimisation

Underneath each pillar, we have also agreed on a series of actions to drive forward the area of activity. The diagram below gives an example of some of those which we believe should be prioritised. Next steps are for wider circulation with Directorate Heads and other Network members, ascertaining our current picture, including any gaps. As we decide on the future 'look and feel' of our Equality and Inclusion Strategic Board, aligned with our new Strategy - we can decide how to collectively monitor progress and decide on priorities.

Pillar 1: INTERNAL CULTURE

- Tracking the experience of black officers and staff in policing
- Develop all officers and staff understanding of black history
- Learning from organisations that are good at improving the experiences of their black employees
- Improve our understanding of why black people are under-represented in policing and produce a plan to tackle recruitment, promotion and retention

Pillar 2: USE OF POWERS & POLICY

- Ensuring the public can see, understand, and challenge police use of powers
- Providing officers with the requisite skills and knowledge to prevent disproportionate use of powers against black people
- Creating digital opportunities for communities to review, rate, and influence use of police powers in their areas

Pillar 3: COMMUNITY AND RELATIONS

- Work with external partners and black communities to design engagement mechanisms to ensure that black voices are heard
- Ensure forces demonstrate proportional representation from black communities in current scrutiny panels, engagement groups, youth groups and so on
- Engage with and learn from other organisations on how to improve relations and provide reconciliation

Pillar 4: PROTECTION FROM HARM AND VICTIMISATION

- Understanding what crime types have a disproportionate impact on black people in the City
- Work to improve understanding of police interaction and support for vulnerable groups within the black community
- Refresh local prevention plans to provide better support for black communities

The most recent Senior Leader's Forum took place in June and was testament to the focus now being placed on Professionalism and Trust, with the event being dedicated to the workstreams of the Portfolio. Dr Angela Herbert MBE attended and led a session on 'Delivering Race Equity In Practice'.

Dr Herbert has vast experience of implementing change within the Criminal Justice System and worked with our own senior leaders to examine racism and its impact on CoLP's staff and communities. The session offered an opportunity to explore ways of

embedding anti racist practice and achieving a positive whole-organisation approach to anti-racism.

Inputs were also given on the progress made to date against the National Action Plans for both Violence Against Women and Girls (VAWG) and Race (PRAP). Attendees took part in an exercise on how, as leaders, they maintain the highest standards of trust and professionalism; with Det Supt Claire Cresswell providing an update on Professional Standards Department activity and what leaders can do in light of Baroness Casey's report, including when to reach out for support.

c. Local updates:

Active Bystander Training

This programme of work aims to empower staff across the City of London Police to challenge poor behaviours that may have become normalised over time, and bring about change through the reinforcement of messages, defining the boundaries of unacceptable behaviour. It supports the force's underpinning values of professionalism, integrity, and compassion and links to the 'Our People' organisational priority, as well as directly aligned to recommendations coming out of NPCC Action Plans.

In a change to usual training delivery, Professionalism & Trust arranged for our Senior Leadership Team to be the first in force to receive an input on this toolkit. It is important that our managers lead by example and send the right message to our colleagues: that we are all working together to improve our culture, giving our people the tools and confidence they need to challenge unacceptable behaviour, and fully understanding our roles as leaders in doing so. Four sessions were delivered online by external trainers and made mandatory for all of our Chief Inspectors / equivalent Grade Fs and above. A video recording of the training was circulated to ensure that all 122 individuals had the opportunity to view it again.

A programme of 'Train the Trainer' is now underway, with 18 people qualifying on a course delivered 24th-26th July, providing an internal cadre of our own officers and staff to cascade this to the rest of the force. We are ensuring, as much as is possible, that those selected represent our diversity and inclusivity - across roles, ranks and protected characteristics. Plans are underway for roll out across the force, with logistics being the key consideration. We have also been approached by Channel 4 who are keen to do a segment on our work as National trailblazers in this area.

Inclusivity Programme

A number of events have been planned between June and December, and form part of the modular approach to Inclusivity. Appendix B contains an infographic detailing all upcoming events/modules, including:

- Focus on... 'Gypsy, Roma, Traveller (GRT)': In celebration of GRT month, an awareness talk was delivered to 148 members of staff regarding GRT history,

and discrimination suffered by the community historically, through to the present day. Stereotypes and the damage these cause were discussed, and an emphasis placed on valuing and respecting GRT culture and values.

- Focus on... 'Find your Why': Delivered by Asif Sadiq, a former CoLP colleague, who brings a wealth of diversity and inclusion knowledge from his former position as Global Head of Diversity, Inclusion, and Social Impact at Adidas , and in his current position as Chief Global Diversity, Equity, and Inclusion Officer at Warner Bros. Discovery. Sessions have been organised for June, July, and September, with over 150 members of staff signed up to hear Asif share his unique journey throughout diversity and inclusion.
- 'Alter Egos Theatre Company Presents...': Alter Ego are one of the UK's leading Social Change Theatre and Film production companies. They have worked with CoLP's Professionalism & Trust (P&T) Team to create a bespoke product aimed at improving awareness of misogynistic behaviours and how to tackle them in the workplace. Alter Egos have already delivered successful inputs to Colleges and Universities, the NHS, Social Services, other Police Forces and the Ministry of Defence. Productions have been rescheduled to take place in September following short delays.
- 'Mentivity' Inputs: Consist of whole-day in-person sessions, aimed at gaining insight into young Black people's experiences of interacting with the police. The Charity's founder, Sayce Holmes-Lewis, started the charity following his experience of being stopped & searched, and works with police forces to increase understandings of Black peoples' experiences and perceptions, and has regularly delivered training to CoLP's officers.
- Focus on... 'Be Lads': This is an awareness and safety campaign which provides practical advice to men, to assist women in feeling safer when they are walking alone. It recognises that most men do not wish to be perceived as threats to women and addresses why women are justified in being concerned as such. Following the tragic death of Sarah Everard, the conversation around women's safety is more important now than ever before. 'Be Lads' explains the significant of this event and the manner in which it has fractured the public's faith in policing, without vilifying all police officers.

CoLP is ensuring that the events we host dovetail with the recent recommendations and actions from our many action plans in this space. For example – the Alter Egos theatre input tackles aspects of VAWG, Mentivity tackles pillars of the Police Race Action Plan (PRAP), Active Bystander is a key recommendation following Baroness Casey's review.

A working group has been created to focus on the evaluation of all of these sessions, with particular emphasis on measuring attitude and behavioural change. This is being led by our Organisational Development team. The College of Policing are providing guidance for forces on how to evaluate initiatives more generally, and this will be incorporated into our work. The programme itself has generated a great deal of national interest and featured in the NPCC / College of Policing's first digital publication highlighting National best practice. We have also been asked to attend conferences to represent the City of London Police and talk about our initiative.

Violence Against Women and Girls

Nationally, the Home Secretary has announced that all 43 forces in England and Wales have signed up to Operation Soteria, the transformational change program tackling rape and serious sexual offences. City of London Police will be implementing the National Operating Model, developed through the programme, ensuring investigations are victim-centred, suspect-focused, and context-led. It aims to tackle low prosecution rates, poor judicial outcomes and victim experiences - with particular focus on known perpetrators. The Force is currently exploring how this will be implemented locally.

Locally, we continue to deliver Op Reframe and our new 'Walk and Talk' initiative with our partners in the City. Both programmes are being considered as we continue to inform our collective response as part of the Serious Violence Duty.

Work is continuing on the White Ribbon Accreditation with City of London Corporation colleagues.

Professionalism & Trust, together with the Crime Prevention Association (CPA) are jointly working on a new initiative which looks to establish 'Women's Safety Champions' within businesses. Women's Safety Champions will allow for premises in the City to provide a means for female employees to report issues that may fall below the threshold of a crime, but which has an impact on the individual's feelings of safety while moving around the City. This intelligence can help to build our understanding of emerging trends or patterns of behaviour that may need a more co-ordinated and robust response. It may also highlight criminality that is going unreported.

Appendices

- Appendix A – Equity, Diversity, & Inclusion Strategy Update (DRAFT)
- Appendix B – Inclusivity Programme Modular Course Infographic

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