

<b>Committee(s):</b> Professional Standards Integrity Committee	<b>Dated:</b> 7 November 2023
<b>Subject:</b> Proposed Equity, Diversity & Inclusion Strategy for the City of London Police (2024-2027)	<b>Public</b>
<b>Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?</b>	1 - People are safe and feel safe.
<b>Does this proposal require extra revenue and/or capital spending?</b>	<b>N/A</b>
<b>If so, how much?</b>	<b>N/A</b>
<b>What is the source of Funding?</b>	<b>N/A</b>
<b>Has this Funding Source been agreed with the Chamberlain's Department?</b>	<b>N/A</b>
<b>Report of:</b> Commissioner of Police Pol 113-23	<b>For Discussion</b>
<b>Report author:</b> Det Supt Carly Humphreys, HQ Services	

### Summary

This report presents a proposed draft of our new internal Equity, Diversity & Inclusion (EDI) Strategy (2024-2027). The draft EDI Strategy sets out our priorities and how we will embed these across our whole organisation to become the most inclusive police service in the country. The proposed publication date will be January 2024.

The Strategy underpins our values within the Policing Plan and outlines how we will continue to provide a professional and compassionate service to all of our communities. The draft Strategy also reflects the changing policing landscape over the past few years and in particular reflects the work we are doing to improve trust and confidence, both internally and externally.

It also recognises the significant strides we have made since the publication of our last Strategy in 2020 but acknowledges that we have much more to do in ensuring that we deliver a police service which meets the needs of our people and our communities. As part of this commitment we have set a number of ambitious equality objectives which will make us accountable for our progress and enable meaningful reporting to this Committee in the future.

This draft EDI Strategy has been written in consultation with the Corporation of London and also key stakeholders, however, consultation is continuing including with the Police Authority Director, IASG and City of London Police internal support networks. Additionally, Members may wish to note that photographs are still being commissioned and will be added prior to publication.

This report, containing a draft version of our new EDI Strategy is being presented to Committee for Members comment and observations. Please could any further comments be submitted via email to [carly.humphreys@cityoflondon.police.uk](mailto:carly.humphreys@cityoflondon.police.uk)

Once all consultation is complete and feedback received it is proposed that a final version is submitted to the December Police Authority Board.

### **Recommendation(s):**

Members note the content of this report and provide comments on the draft.

### **Appendices:**

Appendix A – Draft Equity, Diversity & Inclusion Strategy 2024-2027

### **Contact:**

Det Supt Carly Humphreys, HQ

T:07523946343 E: [carly.humphreys@cityoflondon.police.uk](mailto:carly.humphreys@cityoflondon.police.uk)