

Committee(s): Professional Standards and Integrity Committee Police Authority Board	Dated: 7 November 2023 22 November 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 112-23	For discussion
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 September 2023.

The report highlights activity regarding the E&I workstreams, the Police Race Action Plan, work on Violence Against Women and Girls and CoLP's Inclusivity Programme. It also provides a draft Evaluation Strategy relating to the latter, this can be found at Appendix A.

Recommendation(s)

It is recommended that Members note the report.

Main Report

Background

1. 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, Diversity and Inclusion Strategy 2024-27 Refresh

2. Our new Strategy has now been through a consultation process with internal partners and presented to our Chief Officer Team. It explains the future direction for CoLP in this space, with all '4P' areas of activity (People, Public, Processes and Partners) pointing towards our mission to become the most inclusive and community oriented police force in the country. The Strategy is presented to this Committee as a separate standalone report for information.
3. Any observations are welcomed and will be incorporated into our final version, this will be an important feeder document into the annual refresh of our Policing Plan.

Current Position

Our Inclusivity Programme

4. We have recently added new dates for a number of events, these were updated by our Corporate Communications team w/c 16th October for internal sign up, they have also been shared with our colleagues in the City of London Corporation who continue to take advantage of these opportunities- at the recent talks from both Asif Sadiq (current special constable and Head of EDI at Warner Bros) on his diversity journey and Jake Bowers (Director of Channel 4's '60 Days with the Gypsies') on Gypsy, Roma, Traveller, both had attendance from the City of London Corporation in double figures.
5. We have planned two further '**Focus on**' Sessions for early in 2024, these aim to improve awareness of the Jewish Faith/ Community and provide an understanding of how we can better serve Jewish Communities, these will be delivered by CST (Community Security Trust, a charity dedicated to this cause).
6. We have also now started the **Active Bystander** roll out across CoLP, receiving great feedback from first sessions delivered to colleagues in Professional Standards Department and Human Resources. We are one of the first forces nationally to be delivering this piece, ensuring that both officers and staff have the awareness they need to identify inappropriate behaviours and the confidence to call it out. Our Learning and Development team are working with colleagues in the City of London Corporation to see if there is an interest in replicating this module for members of their training team.

7. We have also been busy designing our **Ethical Dilemmas Programme**. Working with the British Transport Police (BTP), we have put together a training package which will enable Police Inspectors and equivalent staff managers, to conduct conversational sessions with their teams over the coming months. The idea is for participants to be presented with challenging scenarios, many of which will be real-life examples from our own force and others, and to have a psychologically safe space to talk through courses of action. We are aiming to launch this month and next, to also coincide with the launch of the new 'Code of Ethics' from the College of Policing.

Violence Against Women and Girls

8. Nationally, some recent changes in personnel have been announced; NPCC Violence Against Women and Girls lead DCC Maggie Blyth has been appointed as the new Deputy CEO of the national College of Policing, a new Assistant Chief Constable to head up the national Violence Against Women and Girls taskforce within the NPCC will be recruited in due course.
9. Locally, CoLP has submitted its White Ribbon application and will hopefully be in a position to update our panel result verbally at the next meeting. We continue to work with our City of London Corporation colleagues towards a plan to jointly mark the forthcoming period of action (white ribbon 'day' actually running from 25th November through to early December) and link up our communication plans. All men in our Chief Officer Team have signed up to act as Ambassadors to promote our joint ambitions with this Charity.
10. In CoLP, we have arranged for a 'focus on' session to take place online and delivered by the CEO of BeLads [Be Lads – help women feel safer](#) which we will be opening up to City of London Corporation members. We will also have an in person interactive workshop from a Theatre Company 'Alter Egos'. This will shine a spotlight on the reality of misogynistic behaviours, bystander intervention and the impacts of both negative behaviours and positive allyship. All of these sessions have been planned to take place in the period immediately following White Ribbon Day, our media team are fully engaged.
11. 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. We will also use activity taking place between now and during the festive season to help raise awareness of the White Ribbon campaign.

Police Race Action Plan

12. The National Black Police Association (BPA) conference took place in October, this event was well attended by members of our Senior Leadership Team as well as colleagues from CoLP's BPA. In CoLP, we are keen that we continue some of the themes highlighted over these 3 days by marking the launch of our own action plan internally. This will take place in late November with

representatives from CoLP, City of London Corporation and our networks invited, a key note speaker has been arranged and logistics being finalised.

13. CoLP's work against the Plan's 4 Pillars continues, examples of some of our current key activities under our 'Internal Trust and Confidence' pillar are provided below.

Sponsorship Programme

14. As part of our Race Action Plan's work on internal culture, we need to do more to support the 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, the below timeframe for delivery shows it will link in with our local PRAP launch event.



Positive Action Leadership Scheme (PALs)

15. Our third cohort of PALs started last month, testament to the benefits staff are discovering from this scheme, our Organisational Development team found we were over-subscribed for this cohort so will be delivering a further programme early in 2024. This programme is 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.
16. Following the launch of our local Police Race Action Plan (PRAP) later this month, we will be in a good position to start looking at other areas where engagement is required, specifically with our communities to ensure that their voices and feedback are captured at an early stage.

Appendices

- Appendix A – Evaluation Strategy, Our Inclusivity Programme

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