

Committee(s): Professional Standards Integrity Committee	Dated: 27 February 2024
Subject: Draft Equity, Diversity & Inclusion Strategy for the City of London Police (2024-2027)	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1 - People are safe and feel safe.
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 31-24	For information
Report author: Det Supt Carly Humphreys, Head of Professional Standards	

Summary

This report presents an updated draft of our new internal Equity, Diversity & Inclusion (EDI) Strategy (2024-2027). A first draft was presented to November 2023 Professional Standards and Integrity Committee (PSIC) for comment which has helped shape the current draft which is presented now for information.

This draft EDI Strategy has been written in consultation with the Corporation of London and also key stakeholders. 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 Strategy also reflects the changing policing landscape over the past few years and in particular reflects the work we are doing to restore trust and confidence, both internally and externally.

The updated version presented has incorporated a 'Problem Statement' following consultation with the Chair of PSIC. It also includes an updated set of 'objectives, actions and measures' to focus our EDI activity and track how well we are performing against these commitments. Internal consultation with our Networks and Associations has assisted in shaping our priorities in this Strategy and we are currently engaged with external independent consultation through EDI specialists.

Following completion of this consultation, the Strategy will be presented to the Chief Officer Team for final sign-off and publication in April 2024.

Please note that photographs are still being commissioned and will be added prior to publication.

Recommendation(s):

Members note the content of this report for information.

Appendices:

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