

Committee(s): Professional Standards and Integrity Committee	Dated: 4 June 2024
Police Authority Board	5 June 2024
Subject: Equity, Diversity, Inclusivity (EDI) Update	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	CoLP impact the following Corp Plan outcomes: Vibrant Thriving Destination- (Community Safety/ CT) Dynamic Economic Growth- (National Lead Force)
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 70-24	For Information
Report author: D/Supt Kate Macleod, Professionalism and Trust	

Summary

Internally, the launch and subsequent delivery of our Equity Diversity and Inclusion (EDI) Strategy and refreshed governance framework remain a priority, with much activity taking place this month. We also continue to deliver against our own internal actions plans as well as Nationally driven reporting- a separate paper on your agenda has been produced to address the recommendations from the Angiolini Inquiry.

A range of modules have been produced as part of the new series of offerings under our Inclusivity Programme, the first of these is an anniversary event celebrating the Programme- 1 year on. Being attended by our Commissioner along with guest speakers on EDI, we will also use this as a soft platform to talk about our new EDI Strategy.

Competing action plans and priorities across a number of EDI areas continue to place additional demand however our resourcing levels are now improved with an additional temporary EDI Manager and PC now in place, this will be complemented further by the addition of a Chief Inspector later this year.

Internal Updates

EDI Strategy

We continue to work to our scheduled timetable for delivery of the Strategy, holding consultation sessions and regular updates in the interim with a final draft to be

agreed by mid-June. The draft Strategy has been submitted to the last 3 Professional Standards and Integrity Committees for Member comment and so it will be next be submitted to the Police Authority Board in July.

A Communication Plan has been produced which includes a short animation and video of our own people talking about what the new strategy means for them.

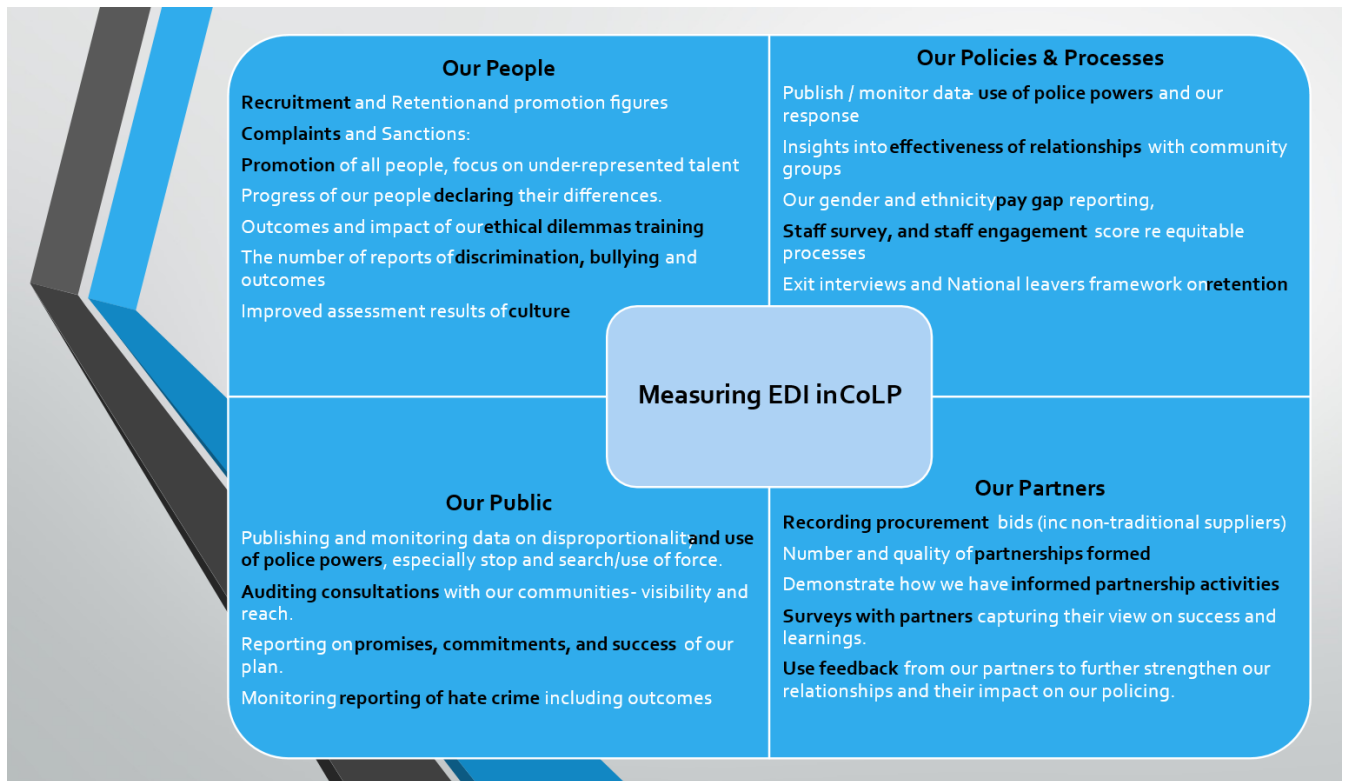
An event is planned for 27th June which will be a celebration of our Inclusivity Programme one year on, this will be attended by Chief Officer Team members with representation from the Corporation, along with those who sign up from our own teams. The purpose is primarily to celebrate the Programme, including the people who have participated in the sessions, and achievements to date. It will include an overview of past and future events, but will also be interactive to check our awareness and next steps. Although it will not be advertised as such, the day will be a spring launch for the new Strategy and an opportunity to test key judgements.

EDI Governance & Accountability

We have presented proposals for our new EDI governance structure to members of our Networks, Staff Associations and relevant Board Members. The changes represent a shift away from a slightly cluttered landscape which required improvement in accountability and measurement, and towards ensuring we are streamlining our processes and checking ourselves against the new Strategy. The full slide deck summarising these proposals can be found at Appendix A.

It is imperative that our EDI governance mechanisms are aligned to our strategy, we need to be able to readily demonstrate the progress we are making against the promises we have made, but also quickly identify areas where such progress is lacking. Dashboards will form a key part of future EDI Strategic Boards, ensuring that we are effectively monitoring our progress and holding our people accountable. The EDI Strategic Board will in turn direct our EDI Operational Board, ensuring that actions given are realistic and achievable.

Dashboards will be produced for each of the '4P' areas, they will provide a picture of our current position along with measurable changes over time. The slide below provides proposed measurements which are being considered for inclusion:-



In addition to our new EDI Strategy, we will also be using this board to keep track of progress made on our localised Police Race Action Plan, our Violence Against Women and Girls Action Plan (including White Ribbon commitments), our Business Disability Forum (BDF) action plan and our other EDI workstreams as assigned by National Police Chief's Council (NPCC).

Inclusivity Programme

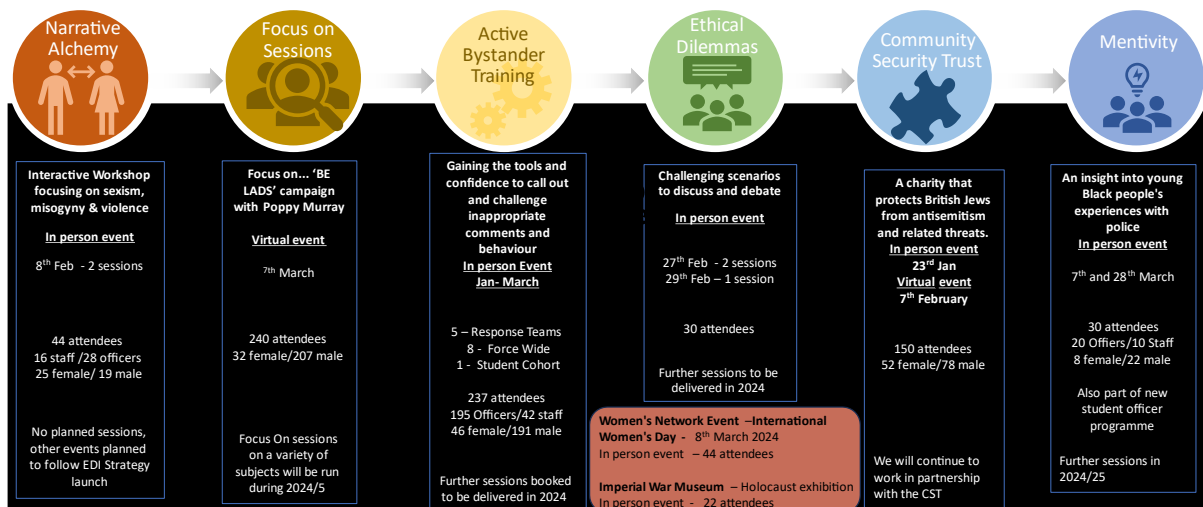
Incorporating feedback from Members, we have now produced our second evaluation of our Inclusivity Programme, the full document can be found at Appendix B. At the behest of Members, we have included an additional slide providing more narrative of what the modules entail.

A reminder that this programme is an attempt to deliver awareness training for all of our Officers and Staff across areas of EDI, moving away from a 'tick a box' one-off classroom delivery, to a flexible programme of modules from which people can attend depending on their learning style and knowledge gap. We continue to focus on providing training which also aids practical policing, equipping officers and staff with skills to help them be better at their jobs. Over the last period, the Inclusivity, Culture and Organisational Development (ICOD) team has delivered as follows:-

- 775 places on Inclusivity Programme modules have been taken between January and March of this year.
- Between October and March, we know that a total of 2,038 places have been taken. Approximately 1,620 employees are eligible to undertake a module and the requirement remains that everyone should complete a module every 6 months, or 2 a year, as minimum.

- All sessions have received a 100% score for 'would you recommend' with the exception of 98% for theatre workshops.
- Evaluation has focused on 'why did you sign up' and 'what did you learn', this will be explored more with interactive elements of event on 27th June 2024
- The qualitative feedback again provides real value, some of these quotes are being utilised in the production of our EDI Strategy.
- Next steps form part of our wider governance i.e. ensuring that we measure the impact that these sessions are having across the '4P's' of our strategy.

Our People - Inclusivity Programme modules – Jan – March 2024



Key issues, risks, and mitigations

Demand

A number of important pieces require immediate attention in the EDI space internally, including our Strategy launch (with accompanying wider governance) and our submission to Inclusive Employers; externally pressures abound with new versions of both Race and Violence Against Women and Girls Action Plans, necessitating a review and re-alignment of our existing plans. Analytical support has been requested internally as we proceed to the creation of dashboards and measuring our ambitions.

A new Strategy- So What?

Addressed throughout this paper, there is a cultural risk around our new EDI strategy launch and it simply not 'landing with impact'. Our Chief Officer Team understand the importance of getting this right and making tangible differences that people can live and feel, not just read about.

This is evident in our launch and Comms plans, where we will use the event at the end of this month to talk about actual progress made and next steps, making this an interactive session. We will also be expecting our Senior Leadership Team

to step up and make pledges in this space, which will be displayed on the day with a promise to follow up one year on. Once our new governance is in place and in a bid to be more transparent, we also have plans to produce a regular EDI update infographic, showing our people what has been discussed at board level, actions pledged and timeframes. Finally, a number of future modules have been planned and will be ready for advertising at the same time, thereby acting as 'hooks' for the strategy which have actual policing benefit, see table below:-

Date	Title	Content
25th June	Focus on LGBTQ+ Sexual Orientation	This will explore • What police need to know- Terminology • What is sexual orientation • What it means to be a part of the LGBTQ community • What the letters and + represent • LGBTQ+ people through history • The historical experience of LGBTQ+ people in the UK
27th June	Anniversary Event celebrating Our Inclusivity Programme: 1 year on	Celebrating the one year anniversary of Our Inclusivity Programme, participants are invited to attend one of two sessions taking place in Classroom 1 at New St. Attendees will hear from guest speakers about personal journeys and success stories, Chief Officer/s will present on our new EDI Strategy and what this means.
3rd July	Focus on Transgender	An opportunity to hear a personal story from a well-known Trans actress who will talk about the challenges she has faced from her childhood through to her professional life.
25th July	Focus on Gender Identity	What is gender? What does gender identity mean? How do we talk about gender openly and inclusively? This webinar aims to discuss the basics of gender, gender identity and gender expression to clear up some misconceptions and give you the confidence as Officers and Staff to approach conversations with knowledge and understanding.
August TBC	Focus on Anti-Muslim Hate	To be provided by TellMama, dates to be confirmed
Summer TBC	Equality Impact Assessments	Practical input from College of Policing on how to complete EIAs in force, helping us to perform better and provide a better service to our community through properly considering EDI as part of our operational engagement.
10th Sept	Joint event with PWC celebrating LGBTQ+ & Parenting	Following successful session delivered by PwC, an opportunity for us to work together and replicate for our own organisation.
26th Sept	Focus on Violence Against Women and Girls in the City	An opportunity to update our people on work being undertaken in this area- including local policing initiatives (Op Reframe, Walk & Talk, Ask for Angela) and Head of Crime re relentless pursuit. With guest speakers.
Various	Ongoing inputs- Mentivity (impact of police use of force on black communities), Active Bystander, Ethical Dilemmas.	

Notable national issues and developments

National Police Race Action Plan (PRAP)

Deputy Assistant Commissioner Dr Alison Heydari is the Programme Director for the Police Race Action Plan, in recent communications she has made it clear that the Plan is here for the long term:- 'this work can and must continue to drive the meaningful change we need'. In the next two months, it is expected that the National team will release their new version of the plan, this will include a framework which reflects a commitment to change and a proposal for future delivery plans. Locally, we will need to incorporate these changes as appropriate, appreciating we have only recently launched our localised version of the plan and agreed ownership for the 13 priority areas.

Violence Against Women and Girls

In March this year, a refreshed Violence Against Women and Girls National Framework for Delivery was launched, along with a self-assessment tool to help forces measure delivery against local Violence Against Women and Girls action plans. The National Police Chiefs' Council (NPCC) Violence Against Women and Girls taskforce has agreed that forces are required to complete the self-assessment tool attached to the Violence Against Women and Girls Framework for Delivery for 2024-2027 for HMICFRS as well as the ongoing self-assessment forms for Operation Soteria. Locally, we also need to complete our White Ribbon Action Plan; we have ensured all items will be on the agenda for our new EDI Boards and progress will be monitored.

National Changes EDI NPCC and College

Following discussions between Chief Officers of the College and EDI NPCC leads, the decision has been made to cease the EDI consortium meetings and replace them with regional meetings, led by the respective Senior Culture and Inclusion Adviser for that area. These meetings will then feed in to the 'DEI-LN' ('Leadership Network) meetings which take place quarterly. We are told that EDI leads from forces will be contacted by their advisers in the near future to arrange a date for the first meeting which will be held online, CoLP are linked in via relationship with National Portfolios and the College.



A senior EDI delegation from the College of Policing visited our force on 25th April, we spent a day updating them on our workstreams (including an input from T/Commissioner Pete O'Doherty and took advantage of the opportunity to check our progress on EDI themes and our future plans.

Forward look

Staff Survey and Cultural Audit

Our cultural audit aims to uncover elements of hidden culture which impact on how people feel at work (low level type of behaviors not reaching misconduct). It also includes a 'risk profiling' exercise, to understand the scale and reach of the issues identified. Through understanding the culture, interventions can be put in place which help to create an inclusive and psychologically safe environment, where 'calling out' and reporting concerns is supported and encouraged.

Since last reporting, the pilot phase has begun, with focus sessions taking place with the workforce over this period (April-June '24). Initial feedback has been strong, with participants referring to the force acting upon staff survey results as refreshing. The delivery plan timeframe allows for the analysis phase to begin later this month with reporting commencing in late July/August.

Code of Ethics

The Code of Practice launched on the 24th January 2024, at the previous meeting a report was presented which described how this puts a responsibility on Chief Officers to ensure openness and candour within their force and includes a range of issues which Chiefs should consider when doing this. In force, we have an agreed delivery plan being led by a T/Commander, this supports the implementation of the code and its principles throughout the organisation, to improve the service provided to communities, as well as creating workplaces promoting inclusion, dignity and respect.

As are aware that HMICFRS will include the Code of Ethics as part of their inspection programme in 2025, we are making use of the College Culture and Inclusion Teams to support us in making the most of these opportunities. We have also made online College of Policing modules mandatory for all and will be reporting compliance data through our internal governance.

Sponsorship Programme

This launched in April following our work consulting with NHS National Finance Academy, who have run a programme for 4 years, and our external consultant volunteers. Two briefings have been delivered to potential sponsors and those being sponsored (Black and Asian officers and staff), covering: What is Sponsorship? Benefits to sponsor/those being sponsored and the wider organisation, why we are focusing on Black/Asian colleagues (initially), and next steps. By early this month we will have completed profiles for all interested parties and ICOD colleagues will have completed initial matching and 'chemistry' meetings. CPD events are being arranged once pairings are established and workbooks being prepared.

Inclusive Employers Accreditation

The window for submissions to Inclusive Employers is now open, closing on 28th June 2024. We have produced a comprehensive plan to ensure we are gathering our best evidence from across all directorate areas in ample time to properly review our submission, we aim to improve our rating on their Maturity Model from 'compliant' back in 2020 to at least 'established'. This target area is defined by Inclusive Employers: 'We actively promote diversity and inclusion and the business case, making sure it's a regular and established part of what we do'. It is not clear when results will be available but based on discussions and last year's timetable, they are anticipated for release around September 2024.

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