



(Appendix A)

EDI Governance- Proposal

April 2024

Det Supt Kate MacLeod

www.cityoflondon.police.uk



INVESTOR IN PEOPLE

Professionalism & Trust Portfolio

Directorate Head

T/Chief Superintendent Sanjay Andersen

**Inclusivity, Culture, &
Organisational Development
(ICOD)**

Learning & Development (L&D)

**Professional Standards
Department (PSD)**

Head of ICOD
Detective Supt Kate MacLeod

Director of PSD
Detective Supt Carly Humphreys

ICOD
Chief Inspector Jason Selvarajah

Head of L&D
Chief Inspector Dan Murphy

Det Chief Inspector Amanda Lowe

Ian Younger (F)



Summary of Proposals

- Re-alignment of terminology- 'Equity, Diversity and Inclusion'
- Creation of a two-tier governance approach (EDI Strategic Board and EDI Delivery Board)
- CoT to accept terms of reference for EDI Strategic Board and EDI Delivery Board (for onward consultation at inaugural meetings)
- Discontinuation of Renewing and Rebuilding Trust and Confidence (RRTC) Board
- Driving our EDI strategy through dashboards and action feeds.
- Ensuring updated attendee lists to ensure prioritisation by Chief Officers and include more external scrutiny

EDI Strategic Board- Overall Ambition

“The Equity, Diversity & Inclusion Strategic Board is the formal governance to ensure that CoLP is delivering its EDI strategy, including its legal obligations under the Equality Act and our ‘4P’ ambitions as a force”

EDI Strategic Board- Purpose

Understanding
Disproportionality-
Our Public and
Communities

Understanding
Disproportionality-
Our Officers and
Staff

Maximising Best &
Effective Practice

Delivering
excellence through
our action plans

Identifying and
Mitigating Risks

Driving Creativity
and Innovation

Evolving the right
Culture and
Leadership

Ensuring effective
communication
and engagement

Enabling finances
and resource

EDI Strategic Board- Attendees

INTERNAL

- Commissioner (Chair)
- Chief Officer Local Policing
- Chief Officer Specialist Operations
- Chief Officer Corporate Services
- Chief Officer National Lead Force

- Head and Deputy Head Professionalism & Trust
- Head of Human Resources
- Head of Professional Standards Directorate
- EDI Manager
- Head of Communications and Engagement

- Network Representation (elected or on rotating basis)
- BPA Representation (due to focus on PRAP)
- NoW Representation (due to focus on VAWG)
- Federation Representation
- Union Representation

EXTERNAL

- Corporation Representation
- IASG Chair or elected member
- Representation from Business Community / Chamber of Commerce
- HMICFRS / IOPC representation

EDI Strategic Board – Proposed Agenda Items

- Apologies for absence

- Minutes

- Risk Register & Actions outstanding

- High Level verbal update of EDI Delivery Board

Our People dashboard (Measures as per EDI Strategy- RAG rated)

Our Public dashboard (Measures as per EDI Strategy- RAG rated)

Our Processes & Policies dashboard (Measures as per EDI Strategy- RAG rated)

Our Partners dashboard (Measures as per EDI Strategy- RAG rated)

VAWG dashboard (Exceptions / 3 critical areas)

PRAP dashboard (Exceptions / 3 critical areas)

SNA Representative (Exceptions / 3 critical areas)

Communication & Engagement Overview (including forward look calendar)

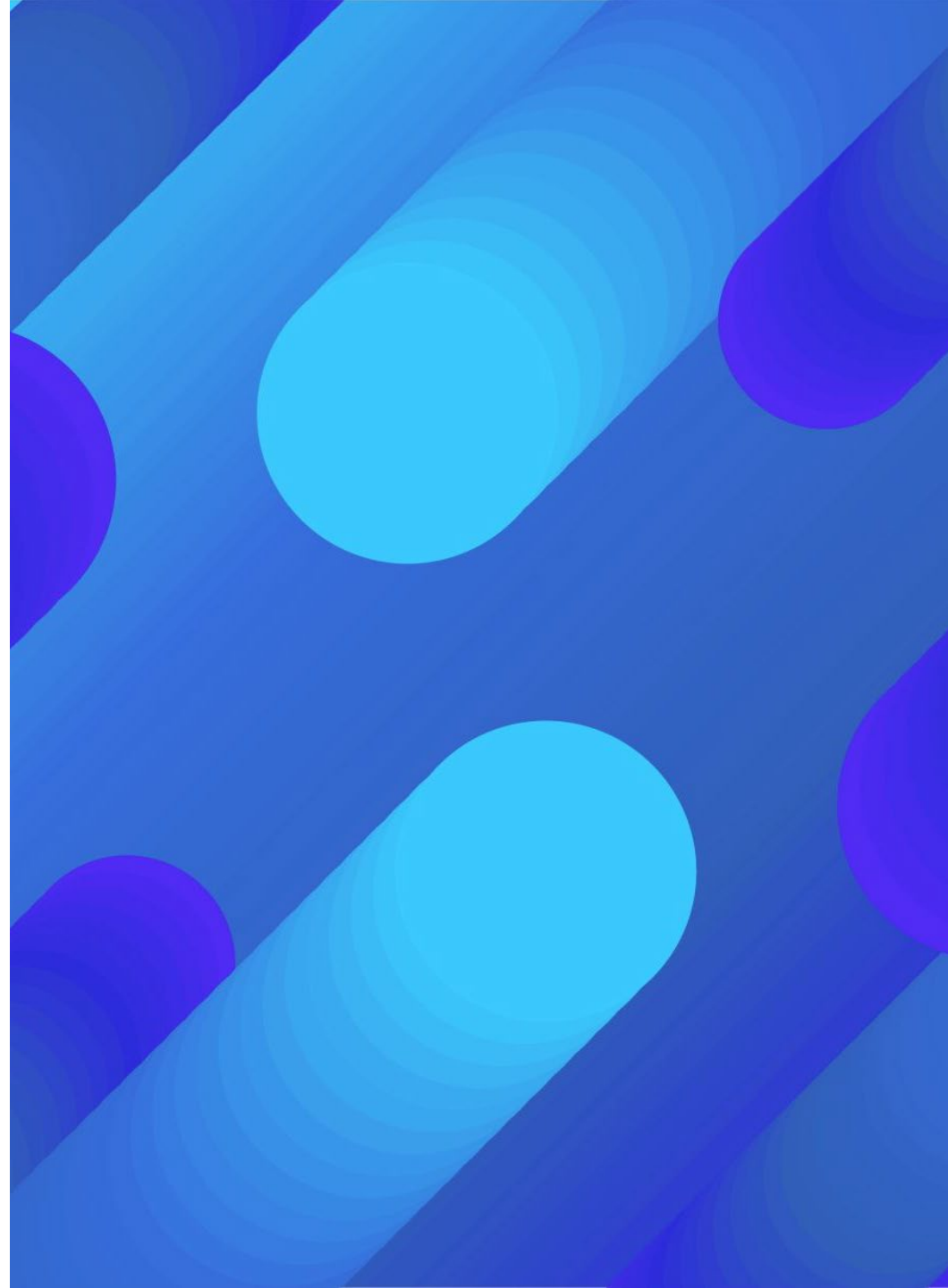
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EDI Strategic Board - Key Points



Overall Ambition- EDI Delivery Board

“Delivering equity, diversity and inclusion for the public we serve and the people we lead, helping the EDI Strategic Board meet its obligations”




EDI Delivery Board - Purpose

Delivering our promises on EDI workstreams (including VAWG and PRAP)

Enabling the conditions to allow the right culture and leadership to evolve

Becoming an employer of choice

Providing an excellent service to the public



EDI Delivery Board- Attendees

- INTERNAL
 - Head of Professionalism & Trust (Chair)
 - Head of Inclusion, Culture and Organisational Development
 - E&I Manager

 - Workstream Lead Recruitment & Onboarding HR
 - Workstream Lead Retention & Exiting NLF
 - Workstream Lead Community Engagement LP
 - Workstream Lead Leadership & Culture NLF
 - Senior representation from other Directorates (SO)
-
- Network Representation (all networks)
 - Federation Representation
 - Union Representation
-
- Head of Professional Standards Directorate
 - Head of Communications and Engagement
 - Head of Finance
-
- EXTERNAL
 - Corporation
 - IASG

EDI Delivery Board - Key Points



EDI Delivery Board Proposed Agenda items

- Apologies for absence

- Minutes

- Risk Register & Actions outstanding

- High Level verbal update of EDI Strategic Board

- Assigning new actions arising from EDI Strategic Board

PRAP Update (Exceptions / 3 critical areas / red or amber only)

VAWG Update (Exceptions / 3 critical areas / red or amber only)

Workstream Update- Recruiting and Onboarding (Exceptions / 3 critical areas)

Workstream Update- Retention and Exiting (Exceptions / 3 critical areas)

Workstream Update- Community Engagement (Exceptions / 3 critical areas)

Workstream Update- Leadership & Culture (Exceptions / 3 critical areas)

SNA Updates (New reporting template, critical areas of risk only)

Communication & Engagement

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