

<b>Committee(s):</b> Professional Standards and Integrity Committee Police Authority Board	<b>Dated:</b> 25 September 2024 2 October 2024
<b>Subject:</b> Equity, Diversity, Inclusivity (EDI) Update	<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	<b>For Information</b>
<b>Report author:</b> Lorraine Oyik, T/Equality & Inclusion Manager	

### **SUMMARY**

This report will provide an update on Equity, Diversity & Inclusion (EDI) activity within the Force which includes highlights of activity regarding the E&I workstreams, the Police Race Action Plan, Violence Against Women & Girls and CoLP’s Inclusivity Programme.

### **Recommendation**

Members are asked to:

- Note the report.

### **Main Report**

### **INTERNAL UPDATES**

#### ***Equity, Diversity & Inclusion Strategy***

1. July 2024 saw the launch of our refreshed ‘Our People’ EDI strategy (2024-2027) with an event held at The Gherkin opened by T/Commissioner Peter O’Doherty and Mr Tijs Broeke, Chair of the Police Authority Board. The T/Commissioner acknowledged and apologised to colleagues and local communities who may have been unfairly treated in the past by City of London Police, reaffirming a zero-tolerance approach going forward, and citing our ambition to be “one of the most inclusive and trusted police services in the country.”

2. A short film, produced by Corporate Communications, featuring input from staff, partners and key stakeholders, to mark the strategy launch was played.
3. Focus now shifts to developing an implementation plan to drive progress and deliver outcomes.

### ***Equity, Diversity & Inclusion Governance***

4. The governance framework for CoLP's EDI has been refreshed to allow for clear alignment to the refreshed EDI strategy.
5. In addition to streamlining the governance, there is a greater focus on driving performance and accountability and tracking of progress against national and local plans and statutory obligations, including Police Race Action Plan, Violence Against Women and Girls (including White Ribbon commitments) and Business Disability Forum (BDF) action plan. Thematic dashboards covering each of the 4 thematic pillars (People, Processes, Policies, Public) have been developed. It is recognised that there remain some data gaps however the dashboards will continue to evolve in line with our new Data Strategy.

### ***Inclusivity Programme***

6. Two sessions were held at the end of June 2024 to mark the one year anniversary of the Inclusivity Programme launch. This was an interactive event aimed at not only highlighting the achievements of the programme but to capture the impact of the programme from colleagues and provide them with the opportunity to tell us how they would like to see it develop in the coming year.
7. All Senior Leaders submitted a pledge showing their commitment to EDI. While these pledges were not target driven, we asked for the pledges to be realistic and achievable in order to ask for an update at the same time next year for the 2 year anniversary.
8. Appendix A contains details of all upcoming Inclusivity Programme events and modules scheduled for delivery for the remainder of the year.

**Inclusivity Programme Anniversary**

**Inclusivity Programme Anniversary – 27<sup>th</sup> June**  
Two sessions were run during the day.

**Why did you attend?**  
Because I feel the programme is important and I was interested to hear more on the progress made.  
Honestly - pushed towards it by LM, and glad I was.  
Passionate about changing the culture of the organisation  
As a new starter coming out of probation wanted to understand where we were and where we are  
I was interest to know more about how Colp tries to make a safe environment where anyone can feel part of it  
I signed up because I enjoyed the launch event and was interested in hearing what the plans were for the future  
Because I think the whole programme has been great and wanted to celebrate that

**Feedback**  
Hearing T/Commissioner O'Doherty's vision for where we go as a force and what active implementation of what is wanted looks like.  
The whole event was very refreshing for an officer who has just not been with COLP long.  
Hearing the update, what's coming up in the future and hearing POD's commitment to wellbeing  
I thought that it was very well planned but especially enjoyed the T/Commissioner's input.  
10/10  
Seeing people that I haven't seen in a while and meeting new people, finding out about future events  
I thought retired Sup Int Raj Kohli talk was interesting, particularly his early career in the MET and the culture that existed back then

We will use the ideas we received at this event to develop and grow the Inclusivity Programme

**NOTABLE NATIONAL ISSUES AND DEVELOPMENTS**

***National Police Race Action Plan (PRAP)***

- 9. On 20th June 2024, the National Black Police Association (NBPA) released a statement announcing their suspension of support for the National Police Race Action Plan. The NBPA acknowledged that some police forces were doing good work and were content for local Black Police Associations (BPA) to make their own decisions on their continued local support to forces.
- 10. The City of London Police's BPA released a statement, which while supporting the NBPA's position, affirmed their continued to support working with the force to deliver the local Race Action Plan. This was in recognition of the improved relationship and commitment demonstrated to making change.

***Violence Against Women and Girls (VAWG)***

- 11. Professionalism & Trust have mapped and transferred activities sitting under the original three pillar national VAWG plan (building trust and confidence, relentless perpetrator pursuit and creating safer spaces), against the revised national 4P approach of Prepare, Protect, Prevent, Pursue.
- 12. There are three primary considerations for VAWG:
  - How safe women are in the City
  - How safe they feel
  - Differences between how safe women *are* and how safe they *feel*.

13. Using the National Police Chief Council's National VAWG Self-Assessment framework, we have reviewed all of the 35 actions and have assessed 19 as Maturing (green) with the remaining 16 actions assessed as Embedding (amber). It is forecast that these 16 actions will move to 'green' status' by the end of the year. Progress is overseen at the Equity, Diversity & Inclusivity Strategic Board.
14. A series of engagement sessions will shortly be delivered across the force to ensure transparency, close actions and confirm owners for new activities.

## **FORWARD LOOK**

### ***Cultural Audit***

15. Our cultural audit aims to identify and map behaviours and culture negatively impacting on how people feel at work, specifically conduct and behaviors not meeting the threshold of misconduct. It also includes a 'risk profiling' exercise, to understand the scale and reach of the issues identified. Through understanding the culture, not only can appropriate interventions be put in place, helping to create an inclusive and psychologically safe environment, it will inform the development of more broad reaching prevention activities such as training.
16. Since last reporting, the pilot phase and analysis has now concluded, the results of which will be reported to Chief Officer Meeting in September 2024.

### ***Code of Ethics***

**Ethical Dilemmas**

**Ethical Dilemmas**  
As part of the continued delivery of Ethical Dilemmas linked to the Code of Ethics we delivered sessions to three of our SLTs during April – June 24.

Local Policing  
NLF  
Specialist Operations

**Overall summary of feedback**

Individuals felt they were being encouraged to have grown up conversations about difficult topics and being given the autonomy to make decisions on performance matters. It provided a more rigorous approach to ethically tricky situations and enable us to look at issues from many different angles. They felt this was an important part of culture change and fully supported the roll out to Middle Managers and Supervisors.

Future sessions for Middle Managers are arranged for 2024/25 from July 24

We will also be incorporating into future Leadership programmes

17. Ethical Dilemmas training has been delivered to Inspectors and Staff Managers over the last few months. In addition, a further series of sessions have been scheduled for delivery between July and November 2024 for colleagues without supervisory responsibility. The session provide staff with the tools to have ethical conversations in their teams.
18. The training has been delivered to approximately 40 people. The evaluation framework for this training is being developed.
19. The City of London Police will be delivering a Code of Ethics roadshow on 25<sup>th</sup> November 2024.

### ***Staff Support Networks and Associations (SSNA)***

20. Staff Support Networks and Associations (SSNA) play an important role as a critical friend to the organisation, acting as a collective voice of staff to management, and helping deliver organisational change. In recognition of the value placed on this group, following consultation with the SSNA and benchmarking with other forces, Professionalism & Trust have prepared a report proposing recommendations to improve the governance and support provided to these groups. The report will shortly be presented at Chief Officer Meeting for discussion and ratification.

### ***Inclusive Employers Accreditation***

21. The force's submission to Inclusive Employers was completed in June 2024. We await the results, which we anticipate being shared in September-October

2024, following which an update will be provided to this Committee. At the last assessment completed in 2020, the force was assessed as 'Compliant'. With all of the good work being undertaken across the force, we are hoping that this assessment will reflect the commitment and progress made, moving us towards a rating of 'Established'.

22. Appendix B includes the data submitted to Inclusive Employers for the assessment.

## **Conclusion**

This report provides an update on Equity, Diversity & Inclusion (EDI) activity within the City of London Police with particular focus on the E&I workstreams, the Police Race Action Plan, Violence Against Women & Girls, CoLP's Inclusivity Programme, cultural audit, Code of Ethics, Staff Networks & Associations, and the Inclusive Employers Accreditation.

## **Appendices**

- Appendix A - upcoming Inclusivity Programme events and modules
- Appendix B – data submitted to Inclusive Employers

## **Report Author**

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