

Appendix 4 – EDI Performance Framework

Area	Commitments	Action Ref	Actions	Team owner	Priority	25/26	Status
OUR PEOPLE	1.Senior leaders accountability pledges	1.1	Write and announce pledges	ICOD	High	YES	In progress
		1.2	ICOD to review pledges	ICOD	Medium	NO	In progress
		1.3	Monitor pledge compliance as standard EDI Strat Board item	ICOD	Medium	NO	In progress
		1.4	Formalise Staff Network 'Champion' roles with set objectives, on which held accountable and evaluated	ICOD	Medium	NO	Not started
	2.Increased diversity of under-represented talent	2.1	Creation and delivery of recruitment strategy	HR	High	YES	In progress
		2.2	Delivery and Evaluation of Positive Action Learning Scheme	ICOD	High	YES	In progress
		2.3	Delivery of Insights programme	ICOD	Medium	NO	In progress
		2.4	Delivery and Evaluation of Sponsorship Scheme	ICOD	High	YES	In progress
		2.5	Ensure diverse groups access to leadership programmes	L&D	Low	NO	Not started
		2.6	Evaluation of existing programmes for our diverse groups	ICOD	Medium	NO	Not started
		2.7	Creation of Retention and Exiting Workgroup (with programme of work in place)	NLF	High	YES	Completed
		2.8	Delivery against statutory requirements (including PSED)	ICOD	High	YES	In progress
		2.9	Ensure ability to update diversity data for all staff	COMMS	High	YES	In progress
		2.1	Monitoring of recruitment, promotion and retention data	HR	High	YES	In progress
		2.11	Inclusion of 'attraction' data	HR	Low	NO	Not started
		2.12	Plan created to address poor disclosure rates relating to protected characteristics	NLF	Medium	NO	In progress
		2.13	Career aspirations for underrepresented groups- barriers & opportunities	HR	Low	NO	Not started
	3.Regular mandatory education on cultures and lived experiences	3.1	Creation of 'Inclusivity Programme' as mandatory for all	ICOD	High	YES	Completed
		3.2	Creation of EDI calendar to inform activity	ICOD	High	YES	Completed
		3.3	Review of internal approach to engagement and creation of strategy (including intranet revamp)	ICOD	High	YES	Not started
		3.4	Ongoing delivery of content and consistent evaluation	ICOD	High	YES	In progress
		3.5	Sophisticated evaluation plan in place to ensure 'impact' is measured	ICOD	High	YES	In progress
		3.6	Increase staff participation in the Inclusivity Programme	ICOD	Medium	NO	In progress
		3.7	Evaluate impact of events organised by staff networks	ICOD	Low	NO	Not started
	4. All leaders to complete mandatory and regular	4.1	Content and Timetable for leadership training to be agreed	L&D	High	YES	In progress
		4.2	Ongoing delivery of staff survey	ICOD	High	YES	In progress

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	inclusive leadership training.	4.3	Ongoing training evaluation and monitoring of effectiveness, to link in with SLT pledges	ICOD	Medium	NO	Not started
		4.4	Review of staff survey to be undertaken to capture effectiveness	ICOD	Low	NO	Not started
		4.5	Exeter Programme	ICOD	Medium	NO	Not started
		4.6	Ensuring our SLT are attending Inclusivity Programme modules	COT	Low	NO	Not started
	5. Force wide Inclusivity objectives into PDRs	5.1	Communicate mandatory EDI PDR objective	COMMS	High	YES	In progress
		5.2	EDI objective compliance to be monitored / reported / individuals held accountable	HR	Medium	NO	Not started
		5.3	Reward / recognise efforts made by active SNA members and Executive Officers	ICOD	Medium	NO	Not started
	6. Monitor PSD complaints and feedback, addressing in timely manner and with empathy	6.1	Write paper on current position, highlighting gaps, making recommendations	PSD	Low	NO	Not started
	7. Completion of cultural audits	7.1	A cultural audit process to be designed and agreed, pilot undertaken	ICOD	High	YES	In progress
		7.2	Reporting on pilot to agree on effectiveness and next steps	ICOD	High	YES	In progress
		7.3	Review of reporting on culture to take place- including 'low level complaints	ICOD	Medium	NO	Not started
		7.4	Capturing feedback on culture (inform IP modules and OLF)	ICOD	Medium	NO	Not started
	8. We will embed recommendations from all EDI national policing plans and ensure expected high standards are met	8.1	Benchmarking exercise re National Plans	ICOD	Low	NO	Not started
		8.2	Review of National plans to embed recommendations within own EDI frameworks	ICOD	Low	NO	Not started
OUR POLICIES	9. Establish partnership standards	9.1	Benchmarking / external consultancy to identify good 'partnership standards'	CSD	Low	NO	Not started
		9.2	Decide on ownership and process for public feedback	CSD	Low	NO	Not started
		9.3	Communicate internally with requisite governance in place for monitoring (i.e. via OLF)	CSD	Low	NO	Not started
	10. Ensure effectiveness of our IASG and YIASG	10.1	Add this topic to the meeting agenda for consultancy	ICOD	Low	NO	Not started
		10.2	Create plan to monitor influence and impact	ICOD	Low	NO	Not started
		11.1	Complete review of SNAs	ICOD	High	YES	Completed

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	11. Best use of Staff Networks in delivering our policies.	11.2	Identify relevant policies and owners, putting plan in place to review through EDI lens	ICOD	Medium	NO	Not started
		11.3	Undertake review and ensure effective monitoring via EDI Strategic Board	ICOD	Medium	NO	Not started
		11.4	Conduct an EIA on rank and pay criteria	ICOD	Low	NO	Not started
		11.5	Review policies relating to bullying, harassment and grievances PLUS ensure training on this available	PSD	Low	NO	Not started
		11.6	Review of Equal Opportunities Policy	ICOD	High	YES	Not started
	12. Progression of talent	12.1	Review of previous talent strategy and implementation of new one	HR	Low	NO	Not started
		12.2	Review current training offering and ensure talent management included	L&D	Low	NO	Not started
OUR PUBLIC	13. Engagement with youth	13.1	Youth IASG to be refreshed	ICOD	High	YES	In progress
		13.2	Programme of engagement with young people to be led by LP and ICOD (Princes Trust)	LP	Medium	NO	In progress
		13.3	Programme of police cadet activity to be promoted and monitored	LP	Medium	NO	In progress
		13.4	Evaluation and impact measurement	ICOD	Low	NO	Not started
	14. Implementation of victim satisfaction surveys	14.1	Review of existing victim satisfaction survey and metrics	CSD	Medium	NO	Not started
		14.2	Conduct external review to ensure EDI captured within our surveys	CSD	Low	NO	Not started
		14.3	Report findings both internally and externally	CSD	Low	NO	Not started
	15. Ensure EDI National plans are embedded in our policing activities	15.1	A review to take place of all National plans to ensure adequate capture	ICOD	High	YES	Not started
		15.2	Clear ownership and reporting mechanisms agreed	ICOD	High	YES	Not started
		15.3	Ongoing actioning and monitoring of National VAWG Plan via internal governance and external assessment		High	YES	In progress
		15.4	Ongoing actioning and monitoring of National Police Race Action Plan via internal governance and external assessment	ICOD	High	YES	In progress
		15.5	Ongoing actioning and monitoring of BDF Action Plan	ICOD	High	YES	In progress
		15.6	Ensuring embedded throughout activity as part of IE standard	ICOD	Low	NO	Not started
	16. Accessible engagement with communities	16.1	Review of existing engagement methods	CSD	Low	NO	Not started
		16.2	Recommendations to follow review	CSD	Low	NO	Not started
		16.3	Independent scrutiny of engagement plan	CSD	Low	NO	Not started
	17. Ensure robust complaints processes and effective response	17.1	Review of existing complaints process to take place and recommendations to follow	PSD	Low	NO	Not started

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OUR PARTNERS	18. Measure and Review our Partnership Work	18.1	Review of existing partnerships to take place to establish 'as is' position	ICOD	High	YES	In progress
	19. Proactively recruit diverse partners to supply chain	19.1	Review of existing framework	CSD	Medium	NO	Not started
		19.2	Work with stakeholders to identify best practice and build plan	CSD	Low	NO	Not started
	20. Facilitate opportunities to proactively bring diverse suppliers	20.1	Establish supplier baseline via review	CSD	Low	NO	Not started
		20.2	Create plan to maximise opportunities for future ethical partnerships	CSD	Low	NO	Not started
	21. Build on efforts and create governance / testing ground	21.1	Creation of Ethics Committee	ICOD	High	YES	In progress