

## 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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|              |                                                                                                                  |      |                                                                                          |       |        |     |             |
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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<br>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 |