

## **Appendix B**

**EDI 'Problem Statement' Pack, August 2025**



## Equity, Diversity and Inclusion Strategic Board

August 2025

### Summary of Problem Statements

- 4) Our mandatory 'Inclusivity Programme' (2 modules per year) is not being completed by all of our people
- 5) Numerous outstanding EIAs (including SOPs published without EIAs) and lack of force-wide approach

(Problem Statements 1-3 covered at May EDI Board, recap follows)



A local service with a national role, trusted by our communities to deliver policing with professionalism, integrity and compassion

# A Recap- Summary of Problem Statements from May 2025 EDI Strat Board



## Problem statement 1

Under-representation of ethnic minorities within CoLP, especially at Supervisory levels

### Decision

- To improve the level of ethnic minority representation within CoLP at all levels, but with special focus on our Supervisory ranks and grades.

## Problem statement 2

Under-representation of female officers within City of London Police

### Decision

- To improve the number of female officers within the City of London Police, to identify how we can recruit higher numbers (of students and transferees) and also address any barriers in relation to applications, career development and retention.

## Problem statement 3

Poor disclosure rates of protected characteristics for CoLP employees, in particular those self-declaring disabilities

### Decision

- To improve the levels of self-declaration of protected characteristics from our colleagues, especially those with disabilities

***NB- These were discussed at EDI Delivery Board (19<sup>th</sup> June 2025), verbal update to be given on actions in progress.***





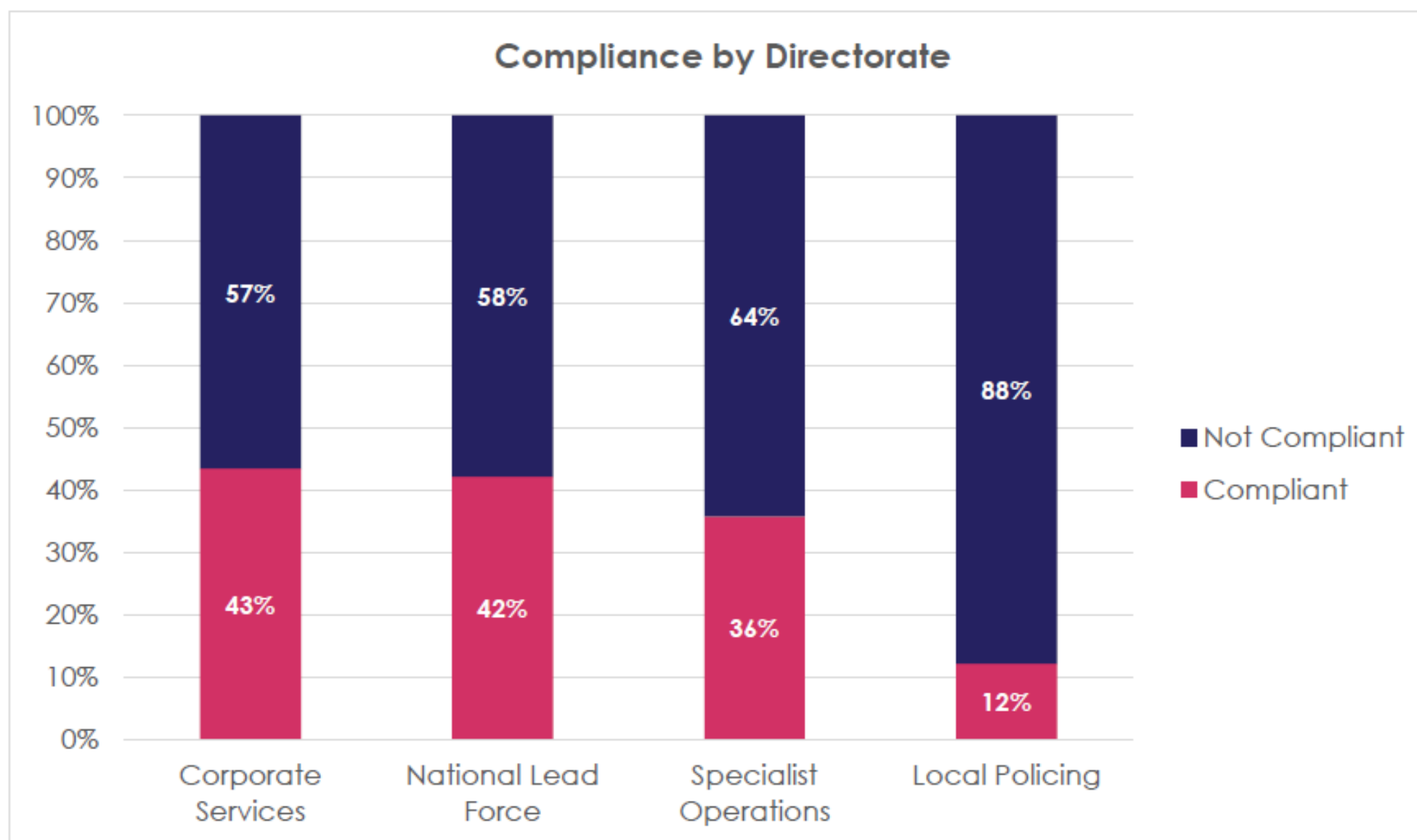
## Our People – Commitment 4

We will consistently deliver regular mandatory education on a variety of subjects pertinent to the cultures and lived experiences of our people, partners and public.



## Problem statement 4

Our mandatory ‘Inclusivity Programme’ (consisting of 2 modules per year) is not being completed by all of our people, current force compliance at 32%.



## Analysis

- In 2024/25, a total of 491 officers and staff completed the mandatory 2 modules of the Inclusivity Programme, making us 32% compliant\*
- Inclusive Employers, in their Sept ‘24 assessment, complimented our programme for its flexibility and innovation. However, EDI training needs to be taken seriously, with expectations that completion rates need to be far higher.
- Local Policing had the lowest compliance of any directorate.
- Males had lowest compliance across all directorates, ethnicities and employee types
- Officers are less compliant than staff
- More junior officer / staff ranks are less compliant, as are those with less than one year service

*\* NB These figures include all attendance at in-person and online modules as well as the watching of recorded modules where this was noted on PDR objectives*



## Problem statement 4 Continued

Our mandatory 'Inclusivity Programme' (consisting of 2 modules per year) is not being completed by all of our people, current force compliance at 32%



### Decision

- To see a quarterly improvement in completion figures across all Directorates, with the aim of achieving 80% by Quarter 1 (April) 2026.

### Existing actions within EDI Strategy

Action Ref	Actions	Owner	Status
3.1	Creation of 'Inclusivity Programme' as mandatory for all	ICOD	Complete
3.2	Creation of EDI calendar to inform activity	ICOD	Complete
3.3	Review of internal approach to engagement and creation of strategy (including intranet revamp)	ICOD	In progress
3.4	Ongoing delivery of content and consistent evaluation	ICOD	In progress
3.5	Sophisticated evaluation plan in place to ensure 'impact' is measured	ICOD	In Progress

### Considerations / Recommendations

- ICOD to complete quarterly Inclusivity Programme Evaluation (on going) and make recommendations around engagement.
- ICOD to circulate completion figures (including individual training record breakdown) to Directorate Heads each quarter.
- Directorates to examine reasons for lack of engagement ie topics, timing of sessions, lack of awareness of requirement, poor supervisory practices, and report these at the next EDI Delivery Board.
- Each Directorate to create a plan aimed at improving attendance (nb this could be linked to Staff Survey improvement planning)



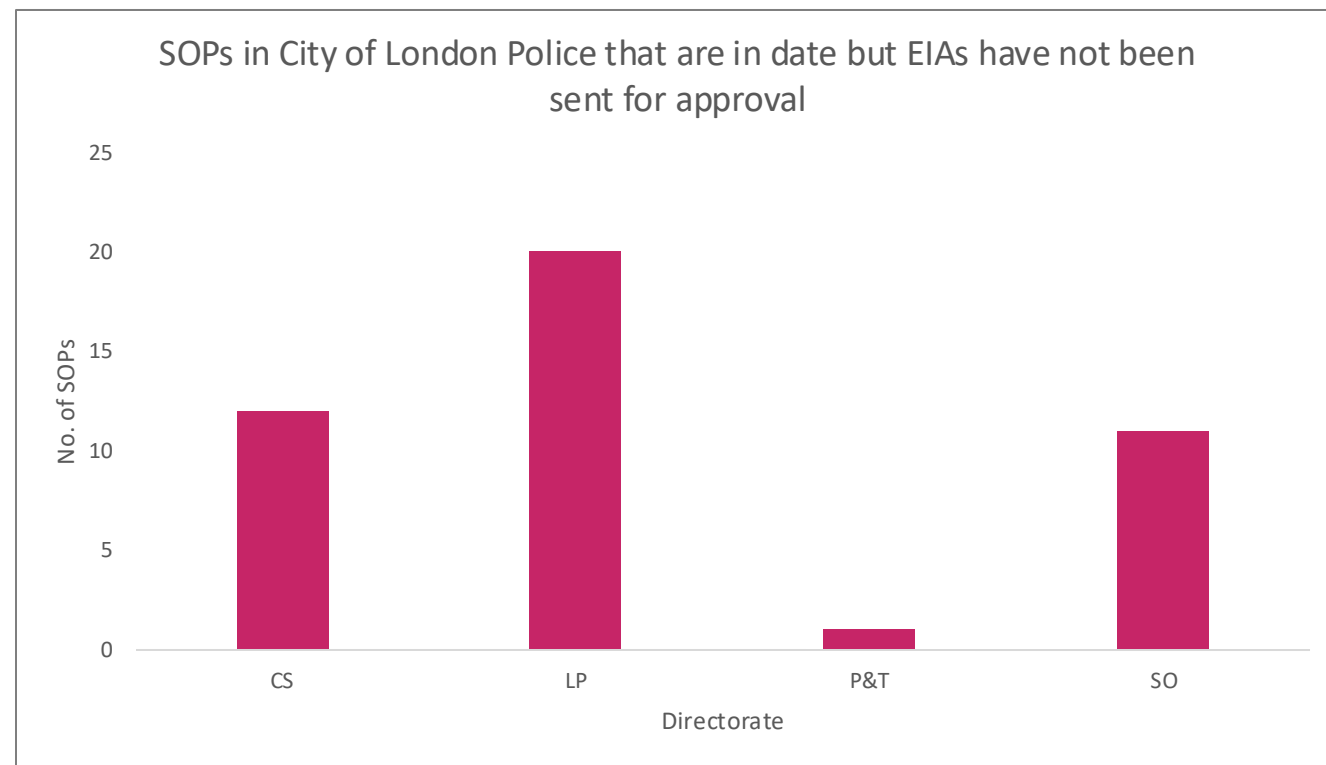
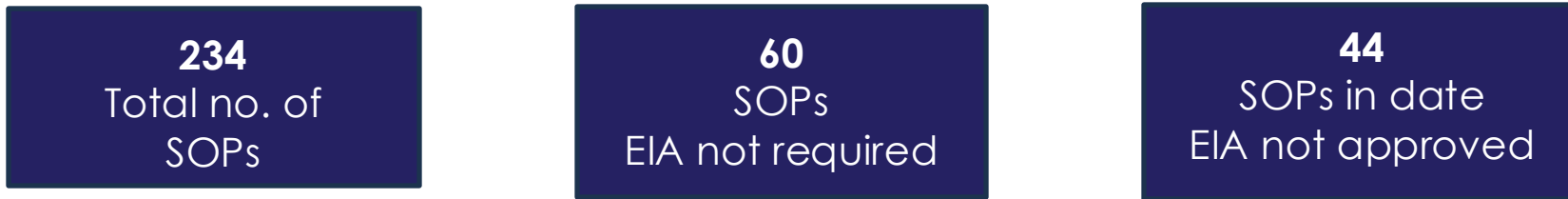
## Our Policies – Commitment 11 –

We will review our policies to ensure compliance with equal opportunities through Equality Impact Assessments. We will also review our Equal Opportunities Statement.



### Problem statement 5

Numerous outstanding EIAs (including SOPs published without EIAs) and lack of forcewide approach.

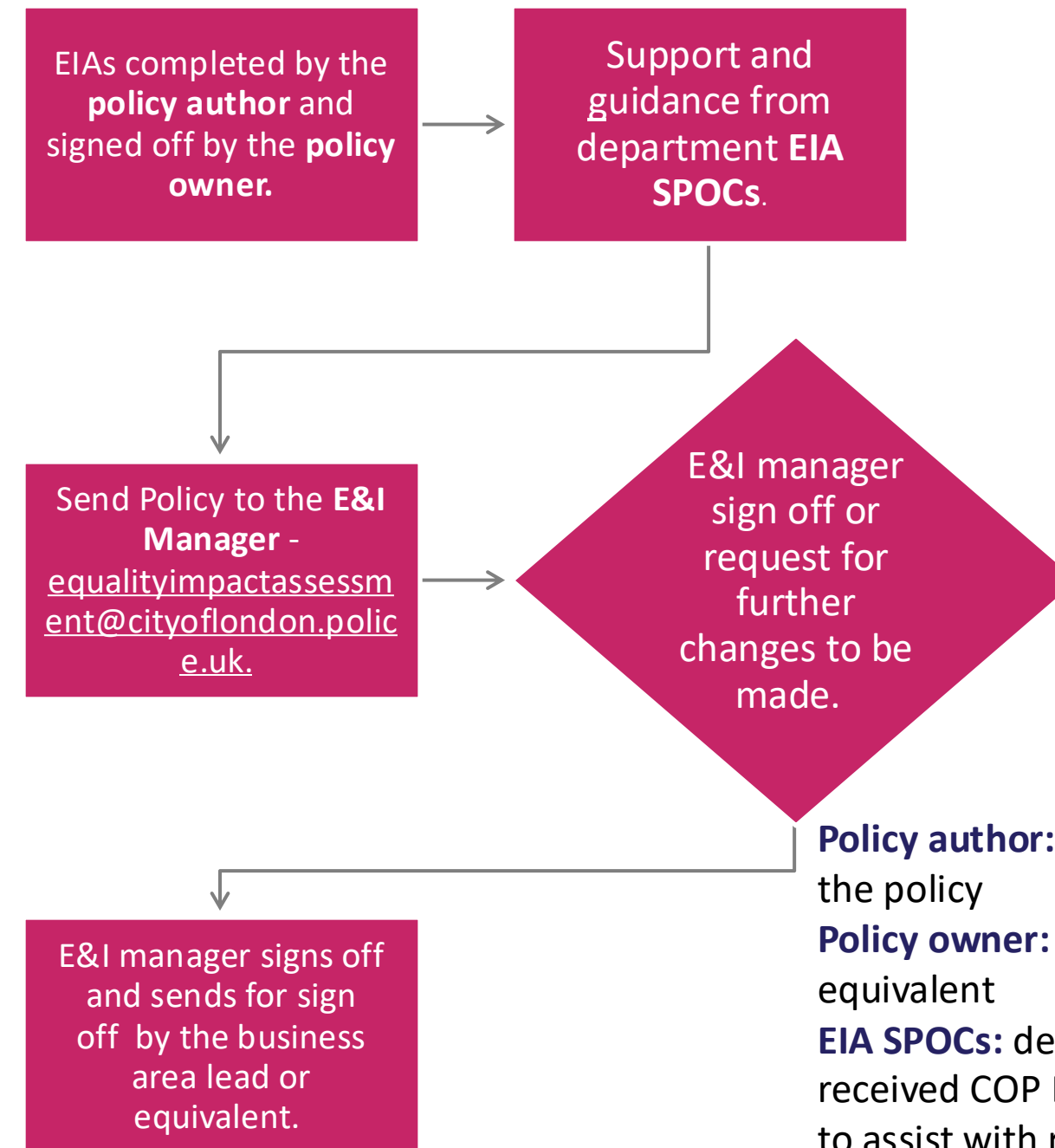


#### Analysis

There are a total of 234 policy procedures in force which include:

- 90 in date SOPs
- 40 SOP's out of date currently being reviewed.
- 44 published SOPs without approved EIA.
- 60 published SOPs but states 'no EIA required.' \*To be reviewed by EDI manager for accuracy and consistency.
- On average between 1-3 EIAs are sent to the EDI manager for sign off weekly.

#### EIA Process



**Policy author:** the person who has written the policy

**Policy owner:** the business area lead or equivalent

**EIA SPOCs:** departmental SPOCs who received COP EIA training (December 2024) to assist with reviewing EIAs before being sent to the EDI manager for sign off.



## Problem statement 5 Continued

Numerous outstanding EIAs (including SOPs published without EIAs) and lack of forcewide approach.



### Decision

- To increase awareness forcewide of the requirement FOR ALL to understand their role in completing Equality Impact Assessments and ensure that a consistent approach is in place.
- To monitor our progress on outstanding EIAs reviewed each quarter, utilising the EDI Delivery Board as appropriate.

### Existing actions within EDI Strategy

Action Ref	Actions	Owner	Status
11.6	Review of Equal Opportunities Policy	ICOD	In Progress

- We recognise that equal opportunities needs to be considered throughout all of our policies and therefore EIA completion and compliance is an extension of this action.

### Considerations / Recommendations

- The EIA template requires refreshing. This can be completed with Inclusive Employers as part of the training contract in September but needs input from all Directorates to ensure it is fit for purpose.
- Review the Corporations version, following their revamp of their EIA processes.
- EIA process and coms page on SharePoint to reflect the Corporations one and give clarity to departments.
- Each Directorate to consider how they will ensure awareness and compliance across their respective business areas and report this into EDI Delivery Board where progress will be monitored.