

## **Appendix C**

**DRAFT**

**EDI Strategy- Measurement Pack**



## Professionalism and Trust Committee Measures



ICOD  
Chief Inspector Caroline Hay MBE



A trusted and inclusive police service, keeping the City of London safe and transforming the national policing response to fraud, economic and cyber crime

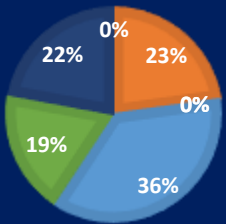


## Disclosure rates

These have increased for all protective characteristics

### YEAR 24-25

- Age (range)
- Disability
- Ethnicity\*
- Gender
- Religion or Belief



## EDI implementation plan

Plan is on track, 25% actions complete, 100% of actions in progress.



## Our People



### Grievances

There are currently 15 grievances.



### Retention

Men and Women leaving at the same rate within acceptable boundaries.

10% of leavers are ethnic minorities.



## Complaints

April 2025 'Authority, Respect & Courtesy' complaints already exceeds the number from 2024 (7 in 2024 and 9 in 2025) with Equality & diversity not far off the half-way mark (12 in 2024 and 5 in 2025). 45 breaches in Authority, Respect & Courtesy, 34 of them related to inappropriate language/lack of respect to colleagues and within those 34, 11 fell under inappropriate behaviour towards female colleagues.



### Staff Survey

Engagement score has increased from 66% - 76% .

Implementation plan currently at 25% - aim for 70% (2024 – 38%)



## Promotion

### Inspector promotion

11% of applications were from ethnic minorities (13).

7% passed interview (2)

18% of applications were from women (21). 20% passed interview (6)

### Staff promotion

9% ethnic minorities raised in grade (1)  
72% women (7)



## Our Policies



### Policies

5 key policies have been reviewed by Business Disability Forum and ICOD to ensure they are inclusive. With HR to action.

- A further 5 policies will be selected for 2026



### Gender Pay Gap

The Public Sector Equality Duty Report was submitted late due to receiving the data late and then staff sickness.

Gender and Ethnicity Pay Gap increased from 1% to 1.6%.

- Aim to get this below 1% in 2025.



## Our Public



Public Confidence  
Survey

(awaits data)



Engagement

- 36 DWO initiated community engagement activities took place across the period covering bike marking, Stop the Bleed, general community engagement, and crime prevention. This included 2 school engagement activities.
- Youth ISAG have held quarterly meetings and have fed into key areas such as stop and search and fraud.
- Aim to increase engagement by 10%



## Our Partners



### Ethics Committee

0 Ethics Committees held  
(chair going through  
vetting)

On target for Q3.

Themes have been  
selected and national  
learning, including  
neighbouring forces, has  
been gained.



### Partnership Mapping

Partners mapped with a local  
policing work shop (see next slide).  
Further directorates to map.

Local policing would like to engage  
with:

- e-bike providers
- Mental Health providers
- ED Depts



### Training from partners

Active Bystander  
training

341 attendees

Inclusivity  
Anniversary event

120 attendees

Focus On sessions

759 attendees

Mentivity sessions

55 attendees





# Our Partners

FAITH GROUPS	COMMUNITY GROUPS	PEOPLE IN BUSINESS	SECURITY PROFESSIONALS / GROUPS	BIDS	OTHER EMERGENCY SERVICES AND LEAD BODIES	CORPORATION OF LONDON	CoLP	OTHER
Rabbi Morris	Middlesex Street Community Steering Group	980 Licensed Premises: Directors	Security Forums	BIDs	BTP	PAB inc Richard Riley	COT EAs/staff/officers	Schools
City Belonging Faith Network: Jewish in the City	Beaubears Café: Youth	City HR Association	Don Randal – City of London Crime Prevention Association	Primera	NPCC	Comms inc Lisa Ward (Head of External Comms) and Mark Gettleson (Comms and Campaigns Manager) and Chandni Tanna	PSD	Crime Prevention Association
					NPCC Firearms			
City Belonging Faith Network: Muslims in the City	Mentivity Space (charity): Training	City Black Employee Resource Group	British Land: Andrew Conway, Security Director	East Central: Henry Johnstone	MPS	Serious Violence Board		Nationwide Cadet Forces
					MPS Licensing			
National Association of Muslim Police	Residents Associations	Business Community	City Security Council	Aldgate	COP	Street Cleansing	Cycle Leads	National Volunteer Cadet Team
		Bloomberg	Safer Business Network	Fleet Street quarter: Beth Nash	First Aid Nursing Yeomanry	FSB		Hackney and City Health and Mental Health Teams
		City Hotels	City Intel (Business Community)		Samaritans	CST		Hackney and City Adult/Child Social Care
			Old Bailey		AA	Park Guard		Hackney and City Suicide Prevention Lead

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			Mitie		St John's Ambulance	Environmental Health		Guinness Trust
			CIS		London Ambulance Service	Community Safety		Police Sport UK
			Vigilant		Home Office: Rob Hall and Ben Biddulph	Public Protection		Fitness First
			SIA: enforcement training and engagement		London Overground Security	Destination City		Reward Gateway
			Our Safer City		TFL	Parks and Gardens		24N
			UCL			Committees and Members		Buzz Gym
						Children and Community Services		Business Disability Forum
						Homelessness Unit		Circles: Rehabilitation of Sex Offenders
						Emily Grant : Resident Newsletter		EIDA: Employers Initiative for Domestic Abuse
						VAWG		Publica
								Right to the City
								GAIA

