

City of London Corporation Committee Report

Committee(s): Equity, Equality, Diversity & Inclusion Sub-Committee	Dated: 20 th November
Subject: Update from City of London Police on EDI Strategy	Public report: For Information
This proposal: <ul style="list-style-type: none">• delivers Corporate Plan 2024-29 outcomes	People are safe and feel safe
Does this proposal require extra revenue and/or capital spending?	No
Report of:	Commissioner of Police
Report author:	Det Supt Kate MacLeod

Summary

This paper provides EEDI Sub-Committee members with an update on the work being led by the City of London Police 'Inclusivity, Culture and Organisational Development' (ICOD) team since the launch of their Forcewide Equity, Diversity and Inclusion (EDI) Strategy in July 2024. This team provide quarterly updates as part of their submissions to Professionalism & Trust Committee, this paper aims to summarise key achievements and challenges, providing members with an annual update as previously agreed.

Main Report

Background

The City of London Police Equity, Diversity and Inclusion (EDI) Strategy 2024-2027 was launched in July 2024 following extensive consultation. It makes a series of commitment statements to run over the next 3 years under 4 key themes:-

1. **Our People**- increasing diverse representation, improving our standards and ethics, driving inclusive leadership and individual accountability, creating an equitable working culture and delivering zero tolerance on behaviours which compromise this.
2. **Our Policies and Processes**- ensuring they are equitable, accessible, inclusive and informed through diverse representation of our police and by independent scrutiny.
3. **Our Public**- building and sustaining authentic engagement with our communities to ensure their confidence in our policing.
4. **Our Partners**- leading by example in building inclusive relationships and fostering innovative collaboration.

The Strategy acknowledges that delivery against these commitments in the City of London Police is not new; on the contrary, the document outlines the progress we have already made in this field. It enhances this further by creating a structure around what currently exists (under the '4P' headings), along with defining our future direction and how we will measure success.

Our Approach

We have worked with our internal stakeholders (including our Staff Networks and Associations) along with external partners (including EDI specialists such as Business Disability Forum and Inclusive Employers), to help inform our priorities for our first year. This resulted in an extensive plan of work with 76 individual actions across the '4P' areas, some of which have been completed and all of which are now in progress. As a 3-year plan, it is ambitious. However, we have prioritised them in to 'high', 'medium' and 'low' categories and aligned our annual plans to this. As a result, 28 of the 76 actions have become priorities we will progress in 2025/6.

Although it is widely acknowledged that EDI is 'everyone's business' within CoLP and we need to ensure a forcewide approach to many of the tasks, we also appreciate that much of the activity and co-ordination will be driven by the ICOD team.

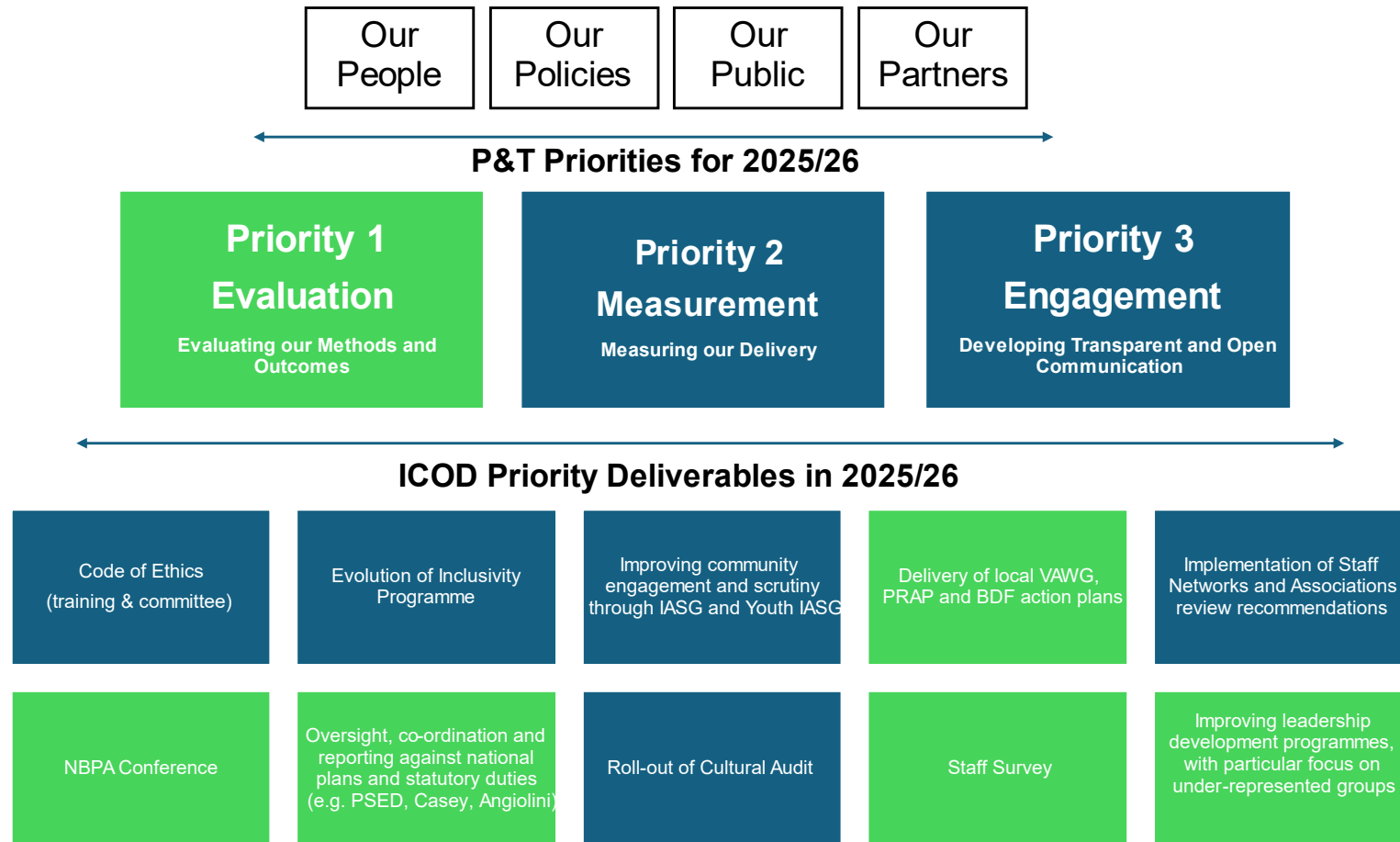
Our Priorities

Our wider EDI workplan is ambitious; we believe that to achieve our EDI ambitions, it absolutely needs to be. However, we recognise the impact that the dynamic nature of the portfolio and the resourcing and capability gaps which exist in the team have on capacity, which means that we need to prioritise our efforts over the next 3 years to meet our aims.

As part of our ongoing accreditation journey, Inclusive Employers estimate that the journey to progress from 'Silver' to 'Gold' can take anywhere from 3 to 5 years. This requires that we lay down some solid foundations in areas which have previously been overlooked due to the pace and speed of progress, bringing us to our 3 thematic priorities.

The diagram overleaf outlines those priorities and key deliverables we would want to progress and deliver to place CoLP in the best position to make meaningful progress towards our EDI ambitions. However, when reflecting on the resources gap, along with new portfolio responsibilities and emergent issues (for example, the recent Supreme Court ruling), these priorities and key deliverables have been further refined to reflect the actual capacity within the team to deliver them. The impact of this refinement is reflected in the diagram, with those tabled in green as being priorities for our first year and those in blue for later in 2026.

CoLP EDI Ambition ~~To~~ To be one of the most inclusive and trusted police services in the



Our Progress

Over a year since our EDI Strategy launch and key achievements include:-

- Ongoing delivery and evaluation of our 'Our People' Inclusivity Programme (mandatory 2 modules per year for all staff).
- Review of our Staff Networks and Associations, including governance and dedicated time.
- 'Silver' accreditation awarded by 'Inclusive Employers' following our submission, no Police Force achieved higher in 2024.
- Maintaining our statutory duties, including publication of our Public Sector Equality Duty.
- Refresh of our Youth Independent Advisory Scrutiny Group (YIASG) and ongoing delivery of our Adult IASG.
- Co-ordination of our forcewide Police Race Action Plan and Violence Against Women and Girls Action Plan.
- Roll out of 'cultural audits' and creation of a forcewide cultural audit toolkit.
- Review of some of our key policies, identifying and addressing gaps in our Equality Impact Assessments.
- Delivery of our Positive Action Learning Sets scheme to ethnic minority staff and officers.
- Delivery of EDI training to our Senior Leadership Team (via Exeter University)
- Hosting the National Black Police Association Conference in October 2025 for over 400 delegates.

Challenges and Mitigation

Evaluation: We are aware that we need to invest more time over the next 12 months on evaluation, we are strong at delivering product but acknowledge that the resultant behaviour change is difficult to measure. We have a new Organisational Development Practitioner joining the team so will be in a position to dedicate resource to this from December 2025. In the interim, we have started to include more 'level 2' data (showing knowledge gain alongside reactionary 'level 1' data), we need to focus future efforts on better understanding our impact.

Measurement: We have started reporting against some of the metrics listed within the EDI Strategy, including the make-up of our workforce and promotion / retention detail. Unfortunately, we do have some data gaps with many of our recording systems requiring manual trawl; we continue to raise and address these through our EDI Strategic and Delivery Boards.

Responding to Events: Although we now have a clear plan of action to complete in order to deliver against our EDI Strategy ambitions, this can be challenged when the need arises to respond to events outside of our control, such as the Supreme Court ruling on gender definition or recent anti-immigration protests. While we complete a 'PESTELO' analysis, much of our work in this area is difficult to predict.

Appendices

- Appendix 1- EDI Strategy

Kate MacLeod

Detective Superintendent, Head of Inclusivity, Culture and Organisational Development (ICOD)

T: 02076012642

E: kate.macleod@cityoflondon.police.uk

