Appendix D
'Mock Up' CoLP EDI DASHBOARD- DRAFT 2024 – 2027
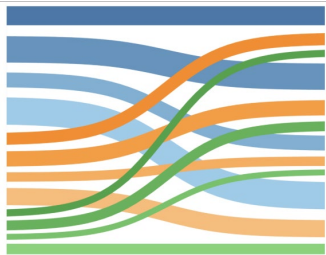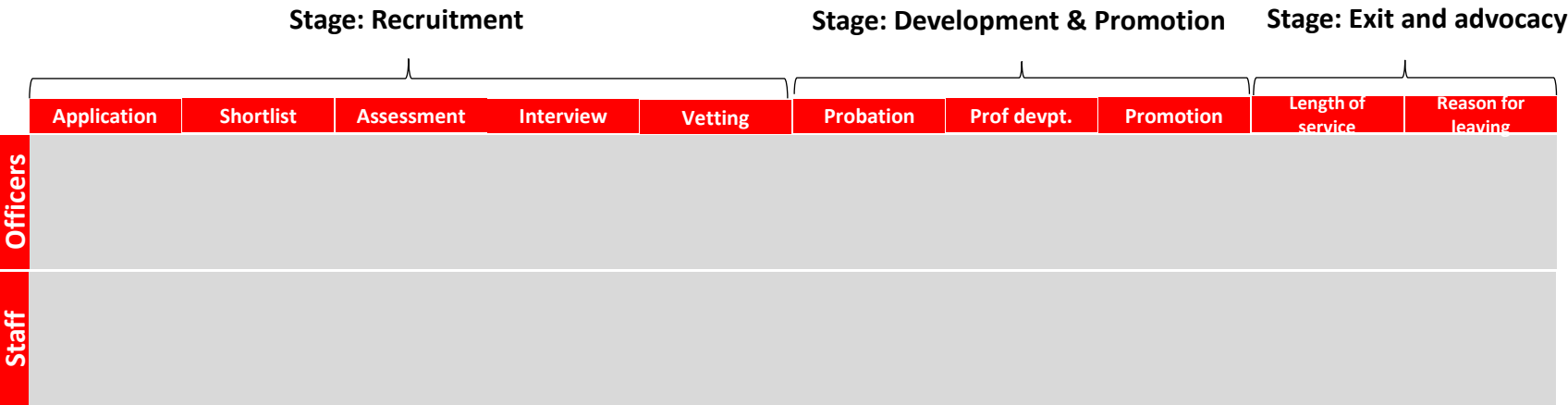
Quarter X, 202X

Our People
Recruitment and progression

Stage: Recruitment

Stage: Development & Promotion

Stage: Exit and advocacy

	Application	Shortlist	Assessment	Interview	Vetting	Probation	Prof devpt.	Promotion	Length of service	Reason for leaving
Officers										
Staff										

We could try to visualise the journey using a Sankey diagram where the thickness of flow lines can represent the number of people progressing to each stage, and different colours could signify different protected characteristics. Drop off/disproportionality points could be highlighted (and perhaps eventually – hindrance factors/pain points overlayed). We could show UK policing average, plus community/labour market % across the top for comparison purposes.

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

*We could use a 'heat map' style matrix chart with columns representing what we're measuring (see below) and rows representing different groups, with a RAG status applied to each point denoting whether the data is currently showing us as above (GREEN), close to (AMBER) or well below (RED) a benchmark (that we could set). This approach could enable visual comparison (e.g. sickness absence might be green for White male Constables but red for Black female constables, or fair promotion perception may be amber overall, but red for women at Inspector rank). This would enable us to spot hindrance factors – or clusters of hindrance factors, identify intersectional risks identify where intervention is most urgently needed. **Essentially a risk map for people's lived experience within the force – making invisible barriers visible.***

Wellbeing and inclusion indicators

- Sickness rates
- Staff survey scores (engagement score + questions TBC)
- Misconduct investigations
- Grievances (esp. discrimination, bullying and harassment)
- Employment tribunals

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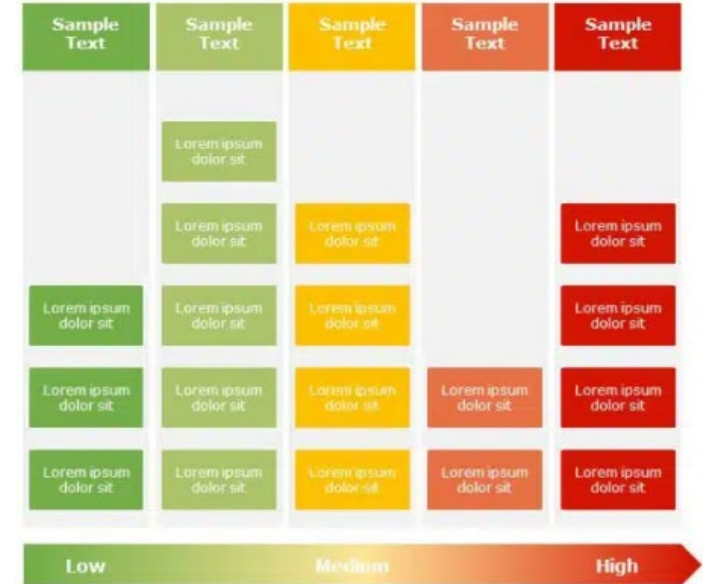
Public contact

We could use a 'heat map' style matrix chart with columns representing what we're measuring (see below) and rows representing status / direction, with a RAG status applied to each point denoting whether the data is currently showing us as above (GREEN), close to (AMBER) or well below (RED) a benchmark (that we could set). **Essentially a risk map for how the public experience the force – making invisible barriers visible.**

Public contact

- Disclosure rates
- Community engagement
- Stop and search
- Use of force
- Arrest
- Disposal type
- Complaints
- Victim satisfaction

CITY OF LONDON POLICE

Our public
Public perceptions

Headline indicator	Status
Feelings of safety	ARROW WITH RAG
Public trust	ARROW WITH RAG
Public confidence	ARROW WITH RAG
Fair and respectful treatment	ARROW WITH RAG
X	ARROW WITH RAG
Public complaints	ARROW WITH RAG