

<b>Committee(s):</b> Police	<b>Date(s):</b> 23 <sup>rd</sup> May 2014
<b>Subject:</b> Stonewall Review Update	<b>Public</b>
<b>Report of:</b> Commissioner of Police Pol 39/14	<b>For Information</b>

### Summary

At your April meeting the Assistant Commissioner undertook to provide Members with a written update on the Stonewall Equality Index review. A meeting was held on 27th February 2014 between the relationship manager from Stonewall and the Force EDHR Manager to provide feedback. The review highlighted areas of work that require action in relation to all the Protected characteristics and particularly in relation to the Lesbian, Gay, Bi-sexual and Transgender (LGBT) workforce.

The review findings highlight areas for further work in:

- Policy- reviewing all policies in line with new legislation and particularly employment policies.
- Training- making better use of the Force intranet as a tool to deliver training and ensuring appropriate guidance and literature is available; and introducing a mentoring scheme.
- Improved monitoring & data capture of sexual orientation.
- Supplier Policy- Stonewall suggest that the Force requires any suppliers or companies it has contracts with to monitor sexual orientation and other protected characteristics within their organisation and provide appropriate EDHR training (including LGBT) for their staff.

These are expanded in the review findings below, and the consequential actions will be monitored by the Quality of Service/Equality Diversity and Human Rights (QoS/EDHR) Board, upon which the Committee is represented by the lead member for equality and Diversity.

### **Recommendations**

Members are asked to receive this report and note its contents

## **Main Report**

### **Background**

1. At your April meeting the Assistant Commissioner undertook to provide Members with a written update on the Stonewall Equality Index review of the Force. A meeting was held on 27th February 2014 between the relationship manager from Stonewall and the Force to give feedback on issues identified and the Force's support for its LGBT workforce.

### **Current Position**

2. Many of the areas are not confined to groups who identify solely with one protected characteristic. As a result the findings will be adapted to incorporate how we interact with staff from all protected characteristics. These are expanded in the review findings below, and the consequential actions will be monitored by the QoS/ EDHR Board, upon which the Committee is represented by the lead member for equality and Diversity.

### **Review Findings**

#### **Policies**

3. Current Force policies have not all been updated to reflect new legislation. Core policies should be reviewed, updated and brought in line with best practice examples that Stonewall can offer from across various public sector organisations. To add value to the process EDHR staff & staff networks need to be involved in such policy reviews.
4. The Force was advised to check all employment policies in light of the legislative changes in relation to gay marriage changes to keep up to date with legislation and that reference should be made to LGBT specific issues within relevant policies, such as paternity/maternity support leave, adoption leave, bereavement/compassionate leave, carer's leave and the bullying and harassment policy.

## **Actions to Date**

5. A number of policies have already been reviewed and this area of work is being led by the Assistant Commissioner through the Directorate Commanders.
6. HR is currently reviewing all their policies and will involve members of the EDHR team, LGBT support network and the Independent Advisory Group (IAG) in their consultation. Additional information will be provided through Stonewall's database of best practice.

## **Training**

7. Recommendations made around training were to make better use of the intranet to highlight the issues around bullying and harassment in the workplace, and on-line training on the subject. There are training packages at no cost through the National Centre for Applied Learning Techniques (NCALT). The recent EDHR survey has highlighted the various channels staff use to report bullying and harassment, however levels of reporting vary and the Force needs to consider how to improve confidence in reporting.
8. Appropriate literature on diversity issues should be made available for all new staff as part of the induction process and for existing staff to pick up and use when they require information. It is suggested that this should be supplemented by a guide for line managers on managing diverse groups of staff. An example of a guide used by Hertfordshire NHS Partnership has been provided to assist in developing a City of London Police guide.
9. Any training the Force delivers should incorporate how we deal with language, stereotype and assumptions. The training should support staff to challenge inappropriate behaviour and it was strongly recommended that unconscious bias training is delivered across all levels of staff.

## **Actions to Date**

10. An EDHR section on the intranet is being created in the next quarter through which information can be provided to staff. This can also incorporate EDHR news stories from across the country as a means of highlighting issues through providing real life examples.

11. Learning and Development are reviewing the sergeants and inspectors training on diversity and its various strands to ensure supervisors have the relevant skills and knowledge to deal with diversity issues.
12. The Staff Support Networks working with the EDHR Unit to produce a guide available to all staff on the help and support available through the various support networks including the LGBT network.
13. A new mentoring scheme has been launched recently (published on force intranet 7<sup>th</sup> May). The scheme has been set up to ensure that mentors and mentees are matched up based on their preferred preferences. There is also a detailed application form in place to ensure all relevant skills and knowledge is captured when looking at potential mentors. This will provide a great opportunity for officers from diverse communities including the LGBT community to be mentored by someone who has a good understanding of their needs.

## **Monitoring**

14. The review suggested that monitoring and data capture of sexual orientation needs to take place at all stages of the employment relationship to ensure that potential issues of disproportionality can be identified and addressed early. This can lead to an increase in staff confidence in the Forces commitment to EDHR, which in turn can lead to improved levels of disclosure of sexual orientation.
15. It was also recommended that sexual orientation data is more routinely collected across service departments. Victims of crime satisfaction should capture sexual orientation to identify how the CoLP deals with LGBT victims and if there is any in disproportionality in satisfaction rates.

## **Actions to Date**

16. HR is reviewing historical data to identify any disproportionality and a method of collecting additional information at various stages of the employee relationship, including promotion and selection. This covers all the protected characteristics.

## **Supplier Policy**

17. Supplier policy is an area where many organisations perform poorly. Stonewall suggest that the Force requires any suppliers or companies it has contracts with to monitor sexual orientation and other protected characteristics within their organisation and provide appropriate EDHR training (including LGBT) for their staff. In addition they should inform the Force of any EDHR related complaints both internal and external against their organisation. It would be expected that if they were found to be in breach of any of these that the Force should at the very least remind them of their contractual obligations and request they take remedial action. The procurement requirements contained within the Public Sector Equality Duty cannot be delegated to the supplier by the public body and in the case of the City of London Police is shared with the City of London through the CLPS framework.
18. Stonewall has identified that Norfolk and Suffolk forces perform well in this area. Examples of their procurement documentation have been provided to the EDHR Manager who is currently working with the City of London central procurement service (CLPS) on a review of sustainable procurement which also is addressing equalities in procurement.

## **Actions to Date**

19. The Forces EDHR manager is working closely with the City of London Corporation to ensure that all suppliers meet the required standards. Documentation has been obtained from Norfolk and Suffolk Police forces on best practice. This information is being utilised manager to review our procurement services

## **Conclusion**

20. The Force is fully committed to advancing EDHR issues throughout the Force with Chief Officer and Police Committee oversight provided through QoS/EDHR Board. Using feedback from external benchmarking exercises through organisations such as Stonewall the Force will continue to identify areas that can be prioritised and actioned. This will allow the Force to adopt best practice and in doing so move towards best practice and look at specific areas of the EDHR agenda in more detail.

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