

AUDIT PANEL

Friday, 30 June 2017

Met Inclusion, Diversity and Equalities Report

Report by: Head of the Strategic Inclusion and Diversity Unit (SIDU)

Report Summary

Overall Summary of the Purpose of the Report

This report updates the Board on progress in Inclusion and Diversity since the last meeting. It addresses the actions that it were assigned from the last meeting, which was; Action 14: March 2017. The MPS to include in the June Diversity and Equality report, *“the final approved Strategy and the draft performance dashboard that was being developed to track the implementation of the strategy. Timescales should be included in the work plan. How the action plan and Police and Crime Plan will help to mainstream the work and the oversight of this work.”*

The Board are asked to note that a draft dashboard has not been sufficiently developed to be presented, but one will be presented at the next Board meeting.

Key Considerations for the Panel

Recognise completion of the Strategy and proposed work-plan with time scales.

Interdependencies/Cross Cutting Issues

The Met Inclusion Strategy has been cross-referenced to other Met strategies, with clearly identified interdependencies with other key strategies: Police and Crime Plan; Met's Business Plan.

Recommendations

The Audit Panel is recommended to:

- a. Note the work done to revise the strategy in line with suggestions made by the Deputy Mayor for Policing, and the associated work-plan.
- b. Note the activities undertaken to address the recommendations made by the MOPAC Directorate of Audit, Risk and Assurance Risk and Assurance Review.

1. Supporting Information

- 1.1. The final version of the Strategy has incorporated the suggestions submitted by the Deputy Mayor for Policing. It has also been cross-referenced against the Police and Crime Plan, the Business Plan and the People Strategy.

The work-plan to the Strategy lays out the work we are going to do to achieve the objectives and priorities. We have included broad timescales to the different strands of work.

STR.I.D.E Board will assure the Met work-force and external key stakeholders that the objectives and priorities are delivered. The Board will update the Met's Management Board. The Police and Crime Plan makes clear reference to the Inclusion Strategy and it outlines how it will hold the Met to account for delivering on its objectives and priorities.

The Commissioner and the Deputy Mayor for Policing hold regular meetings at which work to meet the objectives of the Strategy can be discussed. Additionally, the Head SIDU meets with the Deputy Mayor for policing frequently.

STR.I.D.E. Board will use the work-plan to allocate projects and hold B/OCUs to account. Furthermore, the work-plan gives responsibilities to different B/OCU's across the Met, for example: 'recruiting a diverse workforce' is the responsibility of HR.

The SIDU are running bespoke pilots in the organisation, for example, the non-binary project. This has had the effect of raising awareness both within the organisation internally and externally through press coverage. It has also encouraged other colleagues to respond and participate in another pilot going forward.

Using Met internal communications processes to inform and generate debate on Inclusion and Diversity issues, for example, intranet articles and discussion forums.

1.2. Current work update:

Priority 1: Continue improvement in recruitment of BME and Female applicants.

E.g. Work done with HR to ensure that greater diversity for candidates apply via the Direct Entry Detectives pathway started in early June 2017

Priority 2: Improve retention, development and progression of officers from underrepresented groups.

E.g. Work done and continuing that enables colleagues to bring themselves to work; non-binary gender project.

Priority 3: Improve the levels of fairness and respect in the way that Met workforce feel they are treated by colleagues.

E.g. working with the Discrimination Misconduct Board to implement their action plan to address the recommendations in the EHRC report into the results of the employment tribunal by Carol Howard

Priority 4: Reduce the level of inequalities in satisfaction and confidence in public complaints against officers.

E.g. Working with Met Human Resources to develop the inclusion training segment of the Leading for London Leadership programme that will be given to over 10,000 of the Met's workforce.

Priority 5: Increase Victim Satisfaction for all victims, with particular focus on all Hate Crimes.

E.g.; Working with Met Information and Insight team to develop a system for categorising the different filters for recording Hate Incidents, which would enable us to target resources more accurately.

Priority 6: Race, Racism and Racialisation.

E.g. Working with a number of Universities and practitioners to develop a research proposal.

2. **Equality and Diversity Impact**

All activities reported on are being developed to mitigate risk and negative impacts on equal opportunities or diversity.

3. **Financial Implications**

Any appropriate financial implications will be addressed as required.

4. **Legal Implications**

Any appropriate legal obligations will be addressed as required.

5. **Risk Implications**

Any appropriate risk implications will be addressed as required.

6. **Contact Details**

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7. **Appendices and Background Papers.**

Appendix 1 – Inclusion Strategy and Work Plan – draft

Appendix 2 – Met Inclusion and Diversity Strategy – draft

