

**Responses from the Metropolitan Police Service**

**Police and Crime Committee 22 February 2023**

**Details of the progress being made in increasing the diversity at a senior level in the MPS**

The MPS is committed to increasing diversity at all levels however the highest direct entry fast track scheme is for Superintendent thus not directly targeting diversity at Chief Officer rank.

The majority of programmes to assist in improving diversity operate at the PC to Inspector level, a percentage of whom will of course be senior leaders of the future:

**Lead On** and **Inspiring Leader** – Both are positive action leadership development programmes specifically designed for the MPS and build key skills and behaviours to support career development and open up leadership potential. Lead On is for Sergeants and Inspectors and their Police Staff equivalents from underrepresented ethnic groups, and women. Inspiring Leader is open to Constables who identify as black or black heritage.

**Aspire** – A College of Policing programme open to Chief Inspectors and Superintendents (and staff equivalents) who identify as being from a group currently underrepresented in the service to develop knowledge, tools, confidence and skills for senior leaders.

There is a further initiative in the **Career Development Service**, an online resource to help underrepresented groups with career development. We also have a well-established network of peer support – the **Network of Women**, which offers annual events, development workshops, and mentoring/coaching programmes for female officers.

With regards directly looking at the senior levels – Commander and above – the MPS has made the following Chief Officer Group commitments to Female and Minority Ethnic senior leaders:

1. Appoint a Chief Officer who will be accountable for senior career management processes
2. Ensure that each individual in the group has a career development plan and access to two career conversations a year with their first line manager
3. Meet twice a year to review career plans for the group ensuring visibility and facilitation of development needs
4. Raise the profile and visibility of members of the group with senior leaders and COGs, through informal development opportunities and networking events.

The following table shows the percentage of female/male/BAME Chief Officers (Commander and above) for the past 10 years:

FY	Female	Male	BAME	Non-BAME
2013-2014	22%	78%	7%	93%
2015-2016	28%	72%	7%	93%
2016-2017	24%	76%	10%	90%
2017-2018	25%	75%	10%	90%
2018-2019	17%	83%	5%	95%
2019-2020	21%	79%	6%	94%
2020-2021	29%	71%	8%	92%
2021-2022	30%	70%	9%	91%
<b>2022-2023</b>	<b>26%</b>	<b>74%</b>	<b>9%</b>	<b>91%</b>

For comparison the current total percentage of MPS officers is:

**Female: 30.6%, Male: 69.4%, BAMEH: 17%, non-BAMEH: 83%**

### **Confirmation of the arrangements for officers who leave the MPS and wish to re-join at a later date**

There are three main ways in which an officer returns to the MPS: re-joining after having resigned, returning after retirement, and returning from a career break. These routes are set out below:

#### **Re-Joiners**

##### **Eligibility:**

- Applicants must have left a Home Office force within the last five years
- Were originally recruited by a HO force and passed their probationary period with a Home Office Force before having left.
- Completed public and personal safety refresher training (PPST, previously known as OST) within the last four and a half years.
- Candidates do not need to move to within Greater London in order to join us.

##### **Application Process:**

- Candidates submits an application form, we will review this to understand the candidate's expertise, experience and if they have previously worked in a specialist role.
- Interview based on the Competencies and Values Framework and the Met's values.
- Fitness
- Medical
- Vetting

## **Training**

Officer re-joining the force, will undertake a 3 week induction course before starting in their posting.

### **Details of the training package being developed for Sergeants**

The First Line Leaders Programme is based on the national leadership standards for First Line Leaders and associated curriculum and specification set by the College, noting that individual Forces are required to develop their own programme in accordance with these core requirements. In the Met, we have augmented to reflect a London context / what London communities need. This training will be used to ensure all newly promoted officers and staff have the training they need to perform their new leadership roles and to 're-accredit' our existing First Line Leaders in support of driving cultural change across the Met. The Programme delivers five days of leadership training for existing leaders and eight days training for newly promoted leaders.

The Met will provide this enhanced leadership training to all First Line Leaders (newly promoted and substantive, c7,500 in total) by April 2024. The Programme has been through a robust and iterative design process to ensure new high quality content that meets the needs of those completing the training and is as effective as possible in building wider workforce capability. This has involved extensive stakeholder engagement and external expert input.