

# Subject: The Diversity of the Met's Frontline

Report to: Police and Crime Committee

Report of: Executive Director of Secretariat

Date: 8 January 2015

This report will be considered in public

## 1. Summary

1.1 The Committee is asked to formally agree its report *The diversity of the Met's frontline*.

## 2. Recommendation

2.1 That the Committee agrees its report *The diversity of the Met's frontline*.

## 3. Background

3.1 The Police and Crime Committee used its meetings on 12 June, 22 July and 18 September 2014 to discuss with invited guests issues around the recruitment, retention and progression of Black, Asian and Minority Ethnic (BAME) and women officers in the Met. The Committee also explored how the Met is promoting diversity and inclusion throughout the organisation, including how it understands and supports other groups with protected characteristics. The findings from the meeting formed the basis of a final report: *The diversity of the Met's frontline*.

3.2 The scoping for the investigation and terms of reference for this project were approved by the Committee at its meeting on 12 June 2014. The terms of reference are set out below:

- To establish the Met and MOPAC's mid and long-term vision for its frontline workforce and its strategy for achieving a workforce that better reflects the city it serves.
- To examine the steps the Met and MOPAC have taken to improve the diversity of the Met's workforce; and the impact of the recent recruitment round.
- To consider the Met's mid and long-term plans to retain and promote staff and officers from under-represented groups and increase the diversity of its workforce at senior levels.

- To examine how other groups with protected characteristics, as defined by the Equality Act 2010, are represented in the Met, and how the Met and MOPAC meet their duties under the Act.

## 4. Issues for Consideration

4.1 The report for agreement, *The diversity of the Met's frontline*, is attached as **Appendix 1** for Members and officers only; the report is available from the following area of the GLA's website: [www.london.gov.uk/who-runs-london/the-london-assembly/publications](http://www.london.gov.uk/who-runs-london/the-london-assembly/publications)<sup>1</sup>

4.2 The recommendations from the final report are proposed as follows:

### **Recommendation 1**

To support its efforts to recruit more BAME women, the Met should:

- Recognise BAME women as a distinct group from BAME and women officers. This would help senior leaders to focus efforts to increase the number of BAME women in the force;
- Work with senior BAME women officers in the Met and with BAME women leaders in the community through the Community Ambassadors scheme to identify what further support can be provided to increase the representation of BAME women in the Met; and
- Introduce a bursary for BAME women to complete the Certificate in Knowledge of Policing prior to joining the Met

### **Recommendation 2**

As part of its review of vetting, the Met should introduce a self-assessment questionnaire for applicants to enable it to identify issues at the start of the process that might result in applicants eventually failing the vetting process.

### **Recommendation 3**

MOPAC should open up a dialogue with Government around the feasibility of implementing a law change in the future if the Met is unable to recruit more BAME officers in the next two years.

### **Recommendation 4**

The Met should put in place a clear performance framework to assess what Borough Commanders are doing to support and develop new recruits, which is continually monitored by senior leadership and MOPAC.

### **Recommendation 5**

In recognition of the time many officers give to supporting the development of BAME and women officers, the Met should incorporate the value of volunteering as an aspect of the management assessment framework for officers.

### **Recommendation 6**

The Met should conduct a review of its flexible working practices. The review should consider how the Met can make best use of technology and agile work patterns, including self-rostering

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<sup>1</sup> <http://www.london.gov.uk/mayor-assembly/london-assembly/publications/diversity-in-the-met-police>

and annualised hours, to support flexible working. The review should also consider how other organisations use flexible working.

#### **Recommendation 7**

The Met should ensure exit interviews are carried out for all women officers leaving the force, particularly where it is unplanned, to understand the reasons behind this. It should also develop more detailed metrics to support this process.

#### **Recommendation 8**

The lack of women on some specialist squads remains a concern. The Met should work with women officers currently working in these units to identify and challenge the barriers that prevent more from joining, and clear aspirations for the number of women it wants to see working in specialist squads in the future.

#### **Recommendation 9**

The Met needs to take a zero-tolerance approach to discrimination. While it is right that the Met should review its Fairness at Work policy, it must go further by disciplining perpetrators and making it easier to report discrimination. The Met should set out the steps it will take to make reporting discrimination easier, and review what other organisations and police forces are doing to tackle discrimination.

#### **Recommendation 10**

The Met should commission a survey, with support from the relevant staffing associations, to get a clearer picture of the needs of its LGBT officers.

4.3 The Committee requests a response to each recommendation by March 2015.

### **5. Legal Implications**

5.1 The Committee has the power to do what is recommended in the report.

5.2 The terms of reference for this project were approved by the Committee at its meeting on 12 June 2014. Officers confirm that the report and its recommendations fall within the terms of reference.

### **6. Financial Implications**

6.1 There are no financial implications arising from this review.

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**List of appendices to this report:**

Appendix 1: *The diversity of the Met's frontline.*

**Local Government (Access to Information) Act 1985**

List of Background Papers: None

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