Equality Diversity and Inclusion Advisory Panel (EDIAP)

Date:	2nd November 2017
Meeting Time:	16:00-19:00
Venue:	Riverside House, St Paul's and Tate, London

Attending College Representatives	
Rachel Claughton (RC) ELCA Manager	Melda Squires (MS) Legal Advisor ELCA
Jon Hubbard (JH) EDHR Advisor	James Strugnell (JSt) Actions/Minute Taker
David Tucker (DT) Faculty Lead for Crime and Criminal Justice	Kate Husselbee (KH) Director of Corporate Services
Ian Hesketh (IH) Organisational Development and Wellbeing	
Attending Panel Members	
David Carrigan (DC) – ICAP Chair	Suzanne McCarthy (SM)
Dialled in	
Shindo Barquer (SB) Panel Member	Gurvinder Sandher (GS) Panel Member
Laura Costello (LC) Panel Member	Jo Smith (JS) ELCA
Apologies	
Mohammed Basharat (MB) Panel Member	Abigail Lammas (AL) Panel Member
Vaughan Willmore (VW) Strategic Planning and Public Interest Lead	Ama Dixon (AD) PEQF Equality and Regulations Senior Advisor
Nicky Warren (NW) Project Manager	

Item 1: Minutes from last meeting – DC		Action
1.	July minutes accepted as accurate recording of meeting.	JS to publish
1.1	Action 4.1, detail of the SCC attendance figures is outstanding.	JH to send
1.2	Action 5.4, update on procurement for marketing leads outstanding	Jon Hopkins to update
Item 2: Government Diversity Audit		
2	*The panel were asked to consider;* How much weight the report carries, what additional measures they would like, what would their priority be and what difference could the report make to frontline practitioners.	
2.1	The audit provides information, but is meaningless without the ability for further analysis. The lack of context makes it impossible to assess improving or worsening results or capture what forces are doing.	
2.2	The College has created a dashboard examining workforce diversity. This will identify and help design best practice; examining why/how certain forces are achieving.	
2.3	The Public Sector Equality Duty (PSED) and the audit could be used to encourage forces to meet legal standards.	
2.4	The College needs to consider whether it has a role, alongside other bodies to respond. It is important to understand the	

	respective roles within policing and where there is crossover. The panel feels responsibility for improvement must not fall between organisations. Greater communication is needed.	JH to discuss responsibility for force diversity with Giselle Lockett.
Item 3: National Conference on Policing and Mental Health – IH		
3	*This was an update on lessons from frontline practice.* IH outlined changing emphases within policing roles and their impact on mental health: counter terrorism; child abuse. Not all health issues are caused by external demands, some can be provoked through poor leadership. Peer support is key. IH feels the College's role is to aid the improvement from inside policing.	
3.1	Forces survey their own staff's wellbeing and health in partnership with universities. Durham University's research, led by Les Graham, has surveyed c.30 of the 43 forces, producing valuable, comparative data.	
3.2	Research data hasn't been based on ethnicity or equality. The significant relationships tend to occur between mental-health illnesses, increasing length of service and/or particular duties, including more technological roles. The website Oscar Kilo (OK) is available to forces to publish information and act as a resource.	
3.3	Information capture is inconsistent across forces on the number of people leaving the force due to mental health issues. More data is available for officers than police staff.	
3.4	The culture around mental health is improving, with more; discussion and less stigma. The increase in stress, anxiety and depression related sickness is a key indicator.	DC would like to keep a watching brief on this
Item 4: License to Practise (L2P) – DT		
4	*The panel were asked to consider;* How we can ensure L2P and its benefits are not seen as a barrier for underrepresented groups.	
4.1	L2P focusses on encouraging and supporting those working in high-risk areas of policing, and to develop standards. The L2P, in contrast to the Senior Investigator, will enable implementation of a rule that the person in charge must be a License holder. This will be integrated into the Code of Practise.	
4.2	There isn't a definitive list of high-risk areas, but it could include: undercover policing and child protection. Firearms has a L2P in place.	
4.3	The College was unsuccessful in a Home Office funding bid, this will delay L2P development. The launch is not expected before autumn 2018.	
4.4	The College is examining how the recruitment process will be neutral, not reinforce role or gender stereotypes. L2P will be a development role, with on-the-job learning. A Public Protection Unit provides an example, a small knowledge-based part at the	

	beginning of the role, progressing to on-the-job courses/training, whilst candidates are supported by higher ranking officers.	
4.5	There is a risk in targeting underrepresented groups. It could be viewed as promoting the placement of minority groups in high-risk areas of policing. The College could engage with other professional bodies with a higher representation of BAME professionals to see how they face the challenge, e.g medical profession.	
4.6	The Panel feel L2P can help under-represented groups, providing a clear career path, making it easier to progress. L2P makes clear what CPD must take place and how often.	
4.7	The College and force have a role for revalidation of L2P. Input on level of knowledge and the requirement to be active in a specific role from the College; the police forces would keep maintain the standard through a PDR process.	
Item 5: Valuing Equality, Diversity and Inclusion Strategy (VEDI) – KH/MS		
5	*The panel was asked to consider;* Potential metrics to use and for feedback on the pulse survey.	No feedback on the pulse survey given at the meeting and will be handled off line by DC
5.1	The VEDI is explicit around measures of success and strategy. The Panel feel the strategy has improved, with a clear action plan and key initiatives.	
5.2	The strategy is ready for implementation, with a pulse survey; there will also be a monthly focus from the beginning of 2018. January will focus on diversity: new e-learning will be piloted; Winterval, an event celebrating different winter festivals, will be held; and a pulse survey released. February 2018 will focus on freedom of information. A commitment to building quick wins will be discussed at the next VEDI meeting in November. VEDI will be a living document.	
5.3	The working group has expertise in the area and are owners for the action plan. KH is the "figurehead" for the process, she has been leading by example: writing blogs; providing feedback. The development of the strategy has been an organic process. The document is challenging, and VEDI is part of the performance management framework.	
5.4	The strategy and action plan will be embedded within the College, included within business unit plans, improving transparency and accountability. The panel feel they could lead on ensuring VEDI is embedded, reporting to the Board. The EDIAP now reports to the Executive, who will report concerns to the Board. The Panel feel EDIAP might get lost in the current College and Board changes.	
Item 6: Valuing Inclusion and Difference – JH		
6	*This was an update on current activity.*	

	NPCC have a nominated lead, Ian Hopkins, and plan to develop a strategy. The terror events in Manchester delayed the process, Ian Hopkins is based in Manchester.	
6.1	The College is developing a webpage to support this issue and we are uploading items, including YouTube links on diversity. The page will be live by mid-November 2017.	
6.2	The College has been involved in the PEDAL Action Learning set, based around frontline leaders, running two pilots; one in Merseyside from 2015-16 which will report in December and reverse mentoring with six forces starting January 2017. Evaluation due in March 2018.	JH to provide the pilot responses/results
6.3	A Diversity Dashboard, accessible to force only, will be hosted on the Membership webpage. It will contain a national overview and individual force overviews. It will include a talent management element, to demystify senior selection with the intention to challenge perceptions of other areas, e.g. Fast Track. There are also plans to host a virtual careers fair, including a diversity stand, early in 2018.	JH to come to next meeting with the dashboard.
6.4	It will be up to forces to determine targets and data gathering. The College will identify forces doing well and look for the potential to develop best practice. A workforce inclusion survey will be useful, similar to the Royal Academy of Engineering. Comparison of perceptions across force could be useful, the College is in a position to lead an overview. This would be dependent upon capacity.	
6.5	Linking with Les Graham at Durham University might be beneficial. Les Graham's research includes surveys covering 37 forces.	JH to contact Les Graham and introduce Ian Hopkins, NPCC lead to Les.
AOB		
	DC noted the upcoming conference: *Employers Take Action on Domestic Abuse* (30 November 2017), chaired by Elizabeth Filkin.	RC and KH to discuss attendance after the meeting
	Panel members were reminded of the College's Annual Conference on 23 November	
	Date of next meeting 1 February 2018 (tbc)	