



# Employment Statistics Equality and Diversity Information 2018

## CITY OF LONDON POLICE: SUITABLE FOR PUBLICATION

The City of London Police is committed to providing a policing service that is representative and meets the needs of our community. The City of London is a diverse place to live, work and visit and through the introduction of this strategy we will strive to deliver a high quality policing service that builds and maintains public trust and confidence.

We will through our culture and by having in place the necessary processes and procedures listen, learn and strive to improve to meet the needs of our diverse communities.

We will also aim to make the City of London Police an employer of choice for people from all backgrounds and cultures, ensuring our workforce is representative and enhancing overall performance.

Our society continues to become richer in diversity and it is important that as a police service we are best placed to meet those varying needs. This strategy is our commitment that to ensuring inclusivity and representativeness.

### **Force Mission**

As the police force for the nation's financial heart our core mission is to protect the UK from economic crime and maintain the City of London as one of the safest places in the country. We will do this by upholding the law fairly and firmly; preventing crime and antisocial behaviour; keeping the peace; protecting and reassuring the community; investigating crime and bringing offenders to justice.

We are an organisation that continually strives to deliver for our community, achieve excellence in everything we do, and in doing so, deliver an exceptional policing service. This is not just in relation to maintaining high performance but also being recognised as a centre of excellence for our policing services.

### **Force Values**

**Integrity:** Our behaviour, actions and decisions will always support the public interest and those we work in partnership with. We value public trust and confidence in policing and to earn this we will be open to scrutiny and transparent in our actions. We will respond to well-founded criticism with a willingness to learn and change. We will ensure that the public can have confidence in the integrity of the data used and published by us; we will make sure that all crime is recorded ethically and in accordance with all current guidance.

**Fairness:** We are an organisation that believes in openness, honesty and fairness. We believe in mutual trust and respect, and in valuing diversity in our role both as an employer and as a public service provider. We will support equality by creating an environment that maximises everyone's talents in order to meet the needs of the organisation and those of the community we serve.

**Professionalism:** Professionalism is a quality that we value highly. We will investigate crime professionally and thoroughly, doing everything in our power to protect those at the greatest risk of harm. We expect our staff to be dedicated to professional development, both for themselves and the people they are responsible for, and empowered to use discretion and common sense to make appropriate operational decisions. Our professionalism ensures that we meet the needs and demands of our customers to deliver high quality, fast, effective and efficient services

## National Police Code of Ethics

Our values, which encompass the Code's nine principles, underpin everything we do. Adhering to them enables us to demonstrate not only our commitment to the national Police Code of Ethics, but also to deliver it.

The Police Code of Ethics nine principles are –

- Being **accountable** for our actions, decisions and omissions
- Being **honest** and trustworthy
- Treating people **fairly**
- Acting with **integrity** by always doing the right thing
- Displaying **leadership** through leading by example
- Displaying **objectivity** by making choices based on evidence and best professional judgement
- Being **open** and transparent about our actions and decisions
- Treating everyone with **respect**
- Acting **selflessly** in the public interest

## Governance Oversight

### Assistant Commissioner

The Assistant Commissioner is the Force Strategic Lead for Equality and Inclusion and approves the Force Strategy to drive through the organisation maintaining oversight of its implementation.

### **Police Authority Board**

The Police Authority Board hold Chief Officers accountable for Force performance and will receive updates on the progress of strategy implementation.

### **Police Authority Board Lead**

The Police Authority Board appoint a Lead Member for Equality & Inclusion who sits on the Force Equality & inclusion Board to retain oversight of this area of work.

### **Independent Advisory Group**

These are engaged to inform and develop the Force work in Equality and Inclusion providing independent advice and guidance for the Force to consider.

### **Equality & Inclusion Board**

This board oversees the implementation of the Force Equality & inclusion Strategy and is chaired by the Assistant Commissioner.

### **Equality & Inclusion Manager**

The Force dedicated resource for implementing and embedding EDHR principles within all that we do.

### **Diversity Champions**

These are appointed within Force to assist in the implementation of our Equality & Inclusion Dashboard.

### **Equality & Inclusion Directorate Single Point of Contact (SPoC)**

Each Directorate has an appointed SPoC to act as a central point and assist our Equality & Inclusion Officer in undertaking their duties.

### **Support Networks**

Our support networks will be engaged to capture how the work they do will support the implementation of our strategy and inform the development of our measures of success.

- Black Police Association
- Christian Police Association
- Disability Enabling Network
- LGBT Support Network

- Muslim Police Association
- Women's Network
- Health and Wellbeing Network
- The Men's Network

We have a duty to publish information on these characteristics to show compliance with the Equality Act 2010. Data on these will be captured within our Equality and Inclusion Dashboard and reported for senior managers to monitor and action before being published on our public website.

## **Our Equality Duty**

As a public sector organisation the Force has a duty set out within the Equality Act 2010 to protect people from discrimination in the workplace and within society in general. We are required to comply with this legislation and in particular section 149 of this Act that sets out the Public Sector Equality Duty. This duty requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between different people when carrying out their activities.

The Equality Act 2010 sets out 9 protected characteristics that we must consider as part how we work and deliver our services.

- **Age**
- **Disability**
- **Sex**
- **Gender Reassignment**
- **Marriage & civil Partnership**
- **Pregnancy & Maternity**
- **Race**
- **Religion or Belief**
- **Sexual Orientation**

We have a duty to publish information on these characteristics to show compliance with the Equality Act 2010. Data on these will be captured within our Equality and Inclusion Dashboard and reported for senior managers to monitor and action before being published on our public website.

## **How is the information obtained?**

Other than the statutory requirements and other business information collected as part of the application process, the workforce is invited to maintain personal information about themselves in a confidential area within HR Self Service. This data is analysed by our HR team on a regular basis.

It should be noted that the submission of personal information is not compulsory. This means that within applications for example a person may choose to select sexuality, select prefer not to say or leave blank completely. Those staff members who have left sections blank are not included in some parts of this report. This mainly includes data that is personal to staff and not easily obvious, such as marriage, disability and sexuality.

## **How do we count the data?**

With the specific exceptions described above, everyone is counted within the force. As per the Home Office counting rules we don't count officers and staff who have been seconded out of the Force. Officers who are performing at temporary rank are counted as if substantive in that role e.g. Temporary Chief Inspectors are counted as Chief Inspectors. Officers acting in a rank are counted in their substantive role e.g. an Acting Sergeant is counted as a Constable. Also in these statistics we have not counted those officers and staff on career breaks as they do not form part of the overall working strength.

The data extract is as of 31st December 2018. It is valid for the year 2018 with the next update due on 31 December 2019.

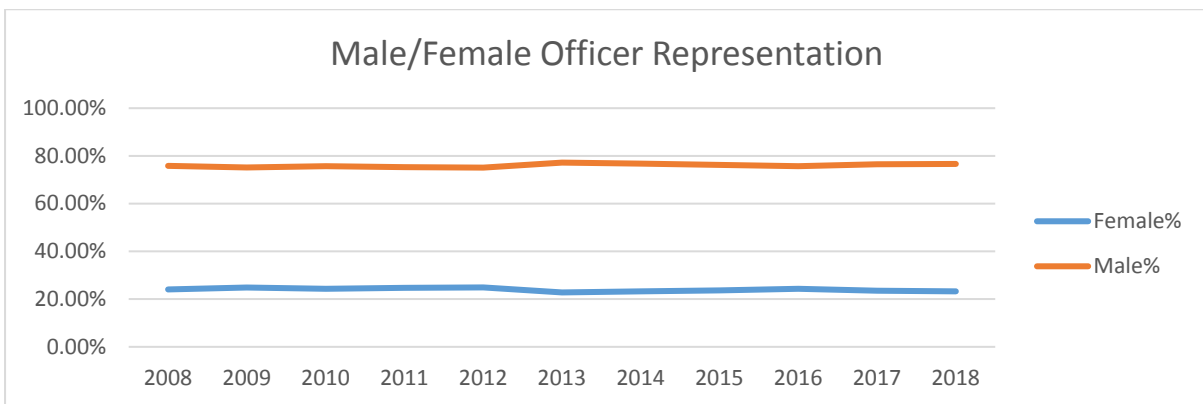
Some changes year on year may be very small and therefore a comparison is shown, where appropriate.

## Gender Breakdown

### Gender – Representation of workforce

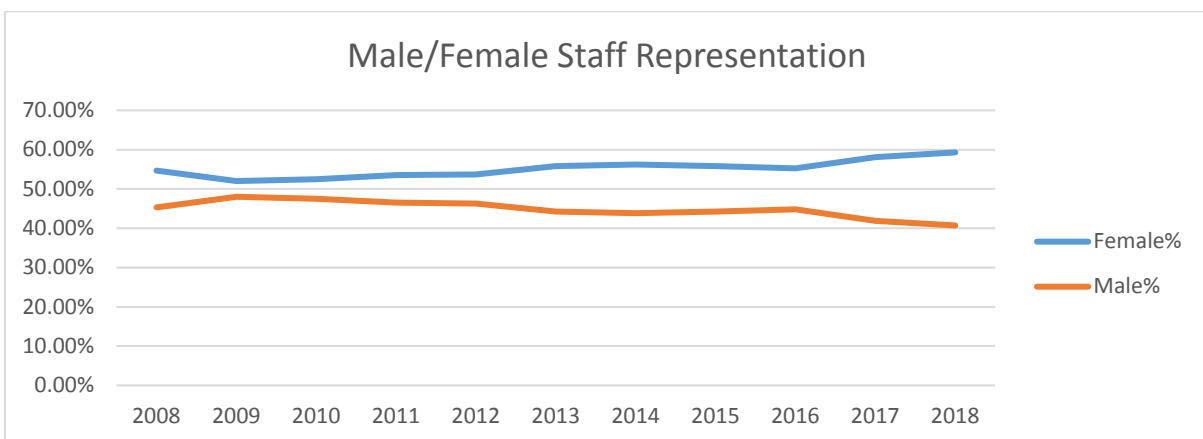
#### Gender – Police Officers

Year	Female	Male	Female % of workforce	Male % of workforce	Total
2016	171	533	24.30%	75.70%	704
2017	163	531	23.50%	76.50%	694
2018	176	578	23.30%	76.70%	754



#### Gender – Police Staff

Year	Female	Male	Female % of workforce	Male % of workforce	Total
2016	235	191	55.20%	44.80%	426
2017	265	191	58.10%	41.90%	456
2018	271	186	59.30%	40.70%	457



### Gender – Police Specials

Year	Female	Male	Female % of workforce	Male % of workforce	Total
2016	14	46	23.3%	76.6%	60
2017	16	58	21.6%	78.4%	74
2018	18	61	22.8%	77.2%	79

### Police Officer Gender Rank Profile as a percentage of the respective rank

In order to progress through the ranks from Constable to Sergeant and from Sergeant to Inspector, officers must pass a national exam before applying for interview selection process. Inspectors and above participate in an interview and assessment process.

### Staff grade Gender profile as a percentage of the respective grade

In the case of staff vacancies, these are advertised both internally and externally. Candidates are interviewed against agreed and tested job evaluation criteria set by the City of London. Progression within the organisation is not dependent on previous service at a lower grade

The table below gives a comparative representation of male and female members of police staff, based on a head count. The grade hierarchy starts at grade A and progresses to grade H.

### GENDER – Grade/Rank

Gender - Officers	Female	Male	% of Females	Total
ACPO	2	2	50	4
Chief Superintendent	0	6	0	6
Superintendent	4	13	23.5	17
Chief Inspector	8	16	33.3	24
Inspector	11	41	21.1	52
Sergeant	29	108	21.1	137
Constable	124	398	23.7	522



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**Gender – Police Staff by grade**

<b>Rank / Grade</b>	<b>Female</b>	<b>Male</b>	<b>% of Females</b>	<b>Total</b>
<b>H</b>	2	3	40.0%	5
<b>G</b>	10	4	71.4%	14
<b>F</b>	11	11	50.0%	22
<b>E</b>	49	46	51.6%	95
<b>D</b>	91	57	61.5%	148
<b>C</b>	96	63	60.4%	159
<b>B</b>	8	3	72.7%	11
<b>A</b>	3	2	60.0%	5
<b>Total</b>	<b>270</b>	<b>189</b>	<b>58.8%</b>	<b>459</b>

<b>Gender – Specials</b>	<b>Female</b>	<b>Male</b>	<b>% of Females</b>	<b>Total</b>
<b>ACPO</b>	0	2	0	2
<b>Chief Superintendent</b>	0	0	0	0
<b>Superintendent</b>	0	3	0	3
<b>Chief Inspector</b>	0	2	0	2
<b>Inspector</b>	0	4	0	4
<b>Sergeant</b>	2	7	28.5	9
<b>Constable</b>	16	43	37.2	59

## Ethnicity Breakdown

### Police Officer Ethnic Origin Rank Profile as a percentage of the respective rank

This table gives a comparative representation based on a head count.

	White	BAME	Not Stated	Total
ACPO	4	0	0	4
CHIEF SUPERINTENDENT	5	0	0	5
SUPERINTENDENT	10	3	0	13
CHIEF INSPECTOR	20	3	0	23
INSPECTOR	58	1	0	59
SERGEANT	122	3	0	125
CONSTABLE	428	37	3	465

Ethnicity - Specials	White	BAME	Not Stated	Total
ACPO	2	0	0	2
Chief Superintendent	0	0	0	0
Superintendent	3	0	0	3
Chief Inspector	2	0	0	2
Inspector	4	0	0	4
Sergeant	8	1	0	9
Constable	44	11	4	59

### Police Staff Ethnic Origin Grade Profile as a percentage of the respective Grade

This table gives a comparative representation based on a head count. The grades structure starts at grade A and ends at grade H.

Rank / Grade	BAME	Not Stated	White	Total
H	0	2	3	5
G	2	2	10	14
F	3	3	16	22
E	16	3	76	95
D	36	5	107	148
C	40	6	113	159
B	4	0	7	11
A	0	1	4	5
<b>Total</b>	<b>101</b>	<b>22</b>	<b>336</b>	<b>459</b>

## **Disability**

Disability affects all ranks and grades; any further breakdown by gender, rank/grade or ethnicity is likely to identify individuals. It is not mandatory for staff/officer/specials to disclose if they are disability.

### **Disability – Officers**

<b>Year</b>	<b>No</b>	<b>Not Known</b>	<b>Yes</b>	<b>Total</b>
<b>2016</b>	543	134	27	704
<b>2017</b>	491	176	27	694
<b>2018</b>	448	283	23	754

### **Disability – Police Staff**

<b>Year</b>	<b>No</b>	<b>Not Known</b>	<b>Yes</b>	<b>Total</b>
<b>2016</b>	280	125	21	426
<b>2017</b>	243	195	18	456
<b>2018</b>	219	223	15	457

### **Disability - Specials**

<b>Year</b>	<b>No</b>	<b>Not Known</b>	<b>Yes</b>	<b>Total</b>
<b>2016</b>	33	27	0	60
<b>2017</b>	31	43	0	74
<b>2018</b>	51	28	0	79

**Religion****Religion - Officers**

Year	2016	2017	2018
Christianity	144	137	126
Islam	13	12	11
Hinduism	1	1	2
Sikhism	1	2	1
Judaism	3	3	2
Buddhism	1	1	1
No Religion	169	156	143
Other	129	113	101
Not stated	244	269	375

**Religion - Police Staff**

Year	2016	2017	2018
Christianity	94	81	71
Islam	20	17	16
Hinduism	6	5	6
Sikhism	4	3	3
Judaism	0	0	0
Buddhism	2	2	2
No Religion	88	83	78
Other	26	26	23
Not stated	184	239	260

**Religion - Specials**

Year	2016	2017	2018
Christianity	13	13	10
Islam	2	2	2
Hinduism	1	1	1
Sikhism	0	0	0
Judaism	0	0	0
Buddhism	0	0	0
No Religion	9	7	6
Other	9	7	7
Not stated	26	44	53

## Sexual Orientation

### Sexual Orientation - Officers

Year	Bisexual	Gay/Lesbian	Heterosexual	Not known	Prefer Not to Say
2016	0.3%	1.1%	37.8%	37.9%	22.9%
2017	0.3%	0.7%	34.3%	43.5%	21.2%
2018	0.3%	0.7%	29.2%	53.3%	16.6%

### Sexual Orientation – Police Staff

Year	Bisexual	Gay/Lesbian	Heterosexual	Not known	Prefer Not to Say
2016	0	0.2%	20.0%	67.6%	12.2%
2017	0	0.2%	17.5%	72.4%	9.9%
2018	0	0.2%	16.0%	75.3%	8.5%

### Police Specials

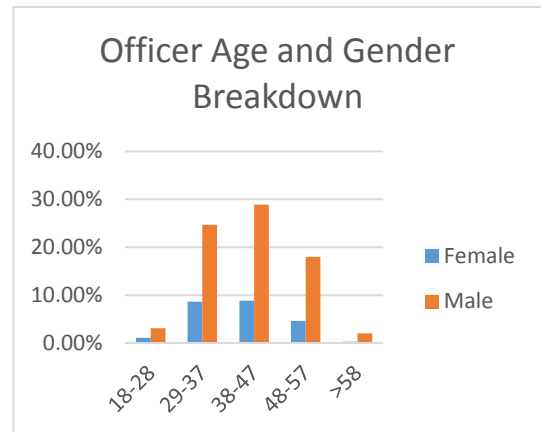
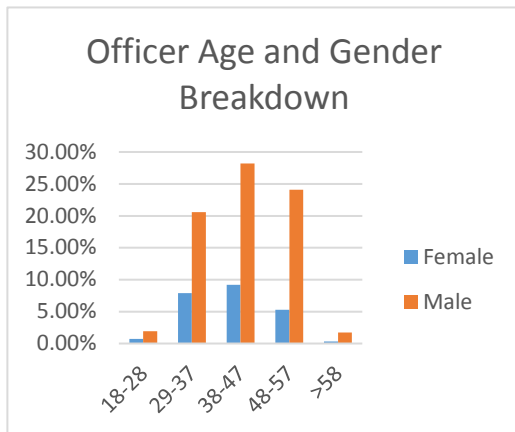
Year	Bisexual	Gay/Lesbian	Heterosexual	Not known	Prefer Not to Say
2016	1.7%	3.3%	20%	65%	10%
2017	1.4%	2.7%	12.2%	75.7%	8.1%
2018	1.2%	2.53%	8.8%	79.7%	7.5%

## Age

### Officers

2017		
Age	Female	Male
18-28	0.70%	1.90%
29-37	7.90%	20.60%
38-47	9.20%	28.20%
48-57	5.30%	24.10%
>58	0.30%	1.70%

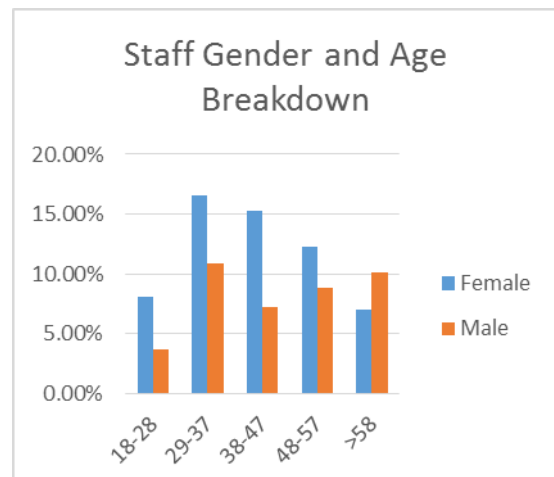
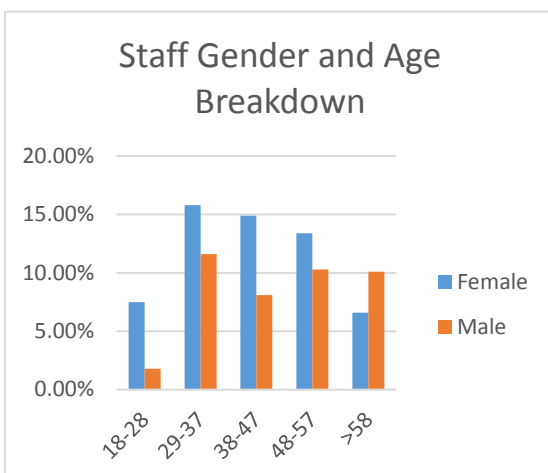
2018		
Age	Female	Male
18-28	1.10%	3.10%
29-37	8.60%	24.70%
38-47	8.80%	28.90%
48-57	4.60%	18.00%
>58	0.30%	2.00%



### Staff

2017		
Age	Female	Male
18-28	7.50%	1.80%
29-37	15.80%	11.60%
38-47	14.90%	8.10%
48-57	13.40%	10.30%
>58	6.60%	10.10%

2018		
Age	Female	Male
18-28	8.10%	3.70%
29-37	16.60%	10.90%
38-47	15.30%	7.20%
48-57	12.30%	8.80%
>58	7.00%	10.10%



## Marriage and Civil Partnership

### Officers

Divorced / Dissolved Partnership	Civil Partnership	Living together	Married / Civil Partnership	Other	Single	Not Stated
31		15	433	60	205	18

### Police Staff

Divorced / Dissolved Partnership	Civil Partnership	Living together	Married / Civil Partnership	Other	Single	Not Stated
15		2	172	36	127	112

### Specials

Divorced / Dissolved Partnership	Civil Partnership	Living together	Married / Civil Partnership	Other	Single	Not Stated
1		1	12	6	29	30

## Part time / Full Time

Below is a breakdown of employees, full time versus part time. City of London Police fully supports flexible working among our employees.

### Officers

Part time	Full time
42	720

### Staff

Part time	Full time
45	414

## Maternity and Pregnancy

During the period 1 <sup>st</sup> January 2018 – 31 <sup>st</sup> December 2018 the following took Maternity Leave	
Officers	4
Staff	8

## **Recruitment and Retention**

### **Leavers**

Reasons for leaving are recorded in three different ways; Home Office reason (clustering), reason given on leaving and exit interview reason (not all leavers opt to complete exit interviews).

Police Officers may retire after completing 30\* years pensionable service. Previous pensionable service may include reckonable (e.g. 10 years military service converts to approximately 7 years police pension service) service from another pension provider.

\*Recent changes to police pension rules have changed 30 years to 35 years for new recruits. This leaver information is based on a 12 month period to 31 December 2018.

### **Retention Rate**

Based head count total leavers against workforce total at end of period.

<b>Police Officers</b>	<b>White</b>	<b>BAME</b>	<b>Not Stated</b>	<b>Total</b>
Death in Service	0	0	0	0
Dismissal	0	0	0	0
Medical Retirement	1	0	0	0
Normal Retirement	35	1	0	36
Transfer to Non Home Office Force	0	0	0	0
Transfer to Other Home Office Force	9	1	0	10
Voluntary Resignation	6	0	0	6
	<b>Female</b>	<b>Male</b>	<b>Total</b>	
Death in Service	0	0	0	
Dismissal	0	0	0	
Medical Retirement	0	1	1	
Normal Retirement	3	33	36	
Transfer to Non Home Office Force	0	0	0	
Transfer to Other Home Office Force	1	9	10	
Voluntary Resignation	1	5	6	



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<b>Police Staff</b>	<b>White</b>	<b>BAME</b>	<b>Not Stated</b>	<b>Total</b>
Dismissal	2	1	0	3
Death	1	0	1	2
Medical Retirement	0	0	0	0
Normal Retirement	7	0	0	7
Voluntary Resignation	30	9	6	45
	<b>Female</b>	<b>Male</b>	<b>Total</b>	
Dismissal	1	2	3	
Death	0	2	2	
Medical Retirement	0	0	0	
Normal Retirement	3	4	7	
Outsourced	0	0	0	
Voluntary Resignation	26	19	45	

<b>Specials</b>	<b>White</b>	<b>BAME</b>	<b>Not Stated</b>	<b>Total</b>
Voluntary Resignation	5	1	0	6
	<b>Female</b>	<b>Male</b>	<b>Total</b>	
Voluntary Resignation	0	6	6	

### **Starters – Officers, Police Staff & Specials**

This starter's information is based on a 12 month period to 31<sup>st</sup> December 2018.

<b>Gender</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>		
Officer New Recruit	2	11	12		
Officer Transfer	21	89	110		
Police Staff New Recruit	20	12	32		
Police Staff Re-joining	1	0	1		
Special Constabulary	2	10	12		
<b>Ethnic Origin</b>	<b>White</b>	<b>Ethnic Minority</b>	<b>Not Stated</b>	<b>Total</b>	
Officer New Recruit	12	0	1	13	
Officer Transfer	103	7	0	110	
Police Staff New Recruit	18	14	0	32	
Police Staff Re-joining	1	0	0	1	
Special Constabulary	9	2	1	12	

## Recruitment

The period 1<sup>st</sup> January 2018 to 31<sup>st</sup> December 2018 is covered below. The Staff recruitment data refers to recruitment campaigns during that period but doesn't include activities from previous campaigns that extended or ran into this period. Not all campaigns are complete.

The short listing process weeds out those applications that either haven't been completed in sufficient detail or have identified that the applicant is ineligible. Processes are ongoing and therefore some applicants may still be waiting to be shortlisted and some to be interviewed etc.

### Staff – Applicants by Ethnicity

Ethnicity	White	BAME	Not Stated	Total
Total Applied	212	136	25	373
Offered or Accepted	40	12	2	54
Offered or Accepted as percentage of Applied	18.8%	3.2%	0.5%	14.4%

### Staff – Applicants by Gender

Gender	Female	Male	Not Stated	Total
Total Applied	229	136	8	373
Offered or Accepted	34	20	0	54
Offered or Accepted as percentage of Applied	9.1%	5.3%	0%	14.4%

### Staff – Applicants by Disability

Disability	Yes	No	Not Declared	Total
Total Applied	18	269	86	373
Offered or Accepted	3	39	12	54
Offered or Accepted as percentage of Applied	0.8%	10.4%	3.2%	14.4%

### Staff – Applicants by Religion or Belief

Religion or Belief	Christian	Islam	No Religion	Not Disclosed	Other	Total
Total Applied	142	39	125	31	36	373
Offered or Accepted	25	3	17	4	5	54
Offered or Accepted as percentage of Applied	6.7%	0.8%	1.9%	4.5%	1.3%	14.4%

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**Staff – Applicants by Age**

<b>Age</b>	<b>18 - 24</b>	<b>25 - 34</b>	<b>35– 60+</b>	<b>Not Known</b>	<b>Total</b>
Total Applied	94	125	123	31	373
Offered or Accepted	6	15	30	3	54
Offered or Accepted as percentage of Applied	1.6%	4%	8%	0.8%	14.4%

**Officers – Applicants by Ethnicity**

<b>Ethnicity</b>	<b>White</b>	<b>BAME</b>	<b>Not Stated</b>	<b>Total</b>
Total Applied	43	3	5	51
Offered or Accepted	9	0	1	10
Offered or Accepted as percentage of Applied	17.6%	0%	1.9%	19.6%

**Officers– Applicants by Gender**

<b>Gender</b>	<b>Female</b>	<b>Male</b>	<b>Not Stated</b>	<b>Total</b>
Total Applied	11	39	1	51
Offered or Accepted	3	7	0	10
Offered or Accepted as percentage of Applied	5.8%	13.7%	0%	19.6%

**Officers – Applicants by Disability**

<b>Disability</b>	<b>Yes</b>	<b>No</b>	<b>Not Declared</b>	<b>Total</b>
Total Applied	0	45	6	51
Offered or Accepted	0	9	1	10
Offered or Accepted as percentage of Applied	0%	17.6%	1.9%	19.6%

**Officers – Applicants by Religion or Belief**

<b>Religion or Belief</b>	<b>Christian</b>	<b>Islam</b>	<b>No Religion</b>	<b>Not Disclosed</b>	<b>Other</b>	<b>Total</b>
Total Applied	11	0	15	23	2	51
Offered or Accepted	3	0	2	5	0	10
Offered or Accepted as percentage of Applied	5.8%	0%	3.9%	9.8%	0%	19.6%

## **Gender Pay Gap Data**

Police Officers' pay is determined in accordance with rank, with no reference to gender. Female and male officers who undertake the same role, have the same length of service and work the same hours receive the same pay. Their terms and conditions are set nationally by the government based on recommendations from the independent Police Remuneration Review Body (PRRB) and are bound by police regulations.

At the City of London Police, 77% of our officers are male and 23% are female, meaning every 1 in 4 Police Officers is female. Factors such as sickness, part-time working, maternity pay, paternity pay, over-time payments, length of service and unsocial hour's payment will impact an individual's pay. Length of service also influences base pay rates in respect of the position on pay scales.

<b>Police Gender pay gap</b>			
<b>Pay rates</b>	<b>Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay</b>		
<b>Mean hourly rate</b>	<b>2.6%</b>		
<b>Median hourly rate</b>	<b>0.4%</b>		
<b>Pay quartiles</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
<b>Proportion of women and men in the upper quartile (paid above the 75th percentile point)</b>	<b>19%</b>	<b>81%</b>	<b>100%</b>
<b>Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)</b>	<b>23%</b>	<b>77%</b>	<b>100%</b>
<b>Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)</b>	<b>16%</b>	<b>84%</b>	<b>100%</b>

CITY OF LONDON POLICE: SUITABLE FOR PUBLICATION

<b>Proportion of women and men in the lower quartile (paid below the 25th percentile point)</b>	<b>37%</b>	<b>63%</b>	<b>100%</b>
<b>Bonus pay</b>	<b>Bonus Gender Pay Gap - the difference women's bonus and men's bonus as a % of men's bonus</b>		
<b>Mean bonus</b>	<b>23%</b>		
<b>Median bonus</b>	<b>0%</b>		
<b>Bonuses paid</b>	<b>Women</b>	<b>Men</b>	
<b>Who received bonus pay</b>	<b>1%</b>	<b>2%</b>	