

CITY OF LONDON POLICE: OFFICIAL - RECIPIENT ONLY



Public Sector Equality Duty (PSED) Report 2021

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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 ongoing 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 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

Our policing plan has our values at its core. These drive how we interact with each other and the public and how we work together to achieve the ambitions set out in this policing plan. We will ensure they are both understood and practiced in all we do. We will expect to be held to account against these values, both as individuals and organisationally in all we deliver as a police service.

PROFESSIONALISM

- Professionalism is a trait that we value highly: it refers to doing things correctly in a timely manner and taking pride in everything we do.
- We will conduct professional and thorough investigations into crimes, doing everything possible to protect those who are most vulnerable.
- We expect our officers and staff to be committed to professional development, both for themselves and for those they supervise and to be able to make sound operational decisions based on discretion and common sense.
- We also want our employees to set an example to others. Our professionalism will ensure that we meet the requirements and demands of our communities by providing them with high-quality, timely, efficient, and effective services.

INTEGRITY

- Integrity is about being trustworthy, honest and doing the right thing.
- We expect our officers and staff to have the confidence and support of their colleagues to challenge behaviour that falls below expected standards.
- 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 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.

COMPASSION

- To ensure our communities receive the best possible service, our officers and staff follow our core value 'Acting with humanity and kindness'.

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- 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 to meet our own needs and those of the communities we serve.
- We understand that every individual is unique. Compassion is essential to ensure that everyone is treated with care and respect, regardless of their differences.

ORGANISATIONAL PRIORITIES

We must ensure we deliver a policing service where our people are properly equipped with the right skills, knowledge, equipment and culture. Our code of ethics and values underpin how we treat each other, the public and deliver our service.

PEOPLE

- Support and develop our staff, ensuring legitimacy, transparency and accountability in everything we do.
- Create an environment where diversity of thought and inclusion thrives.
- Ensure the wellbeing of our staff is at the forefront of what we do.
- Ensure our workforce is representative of the communities we serve.
- Attract and retain the best talent, exploiting the opportunities that come with policing an area like the City for London and our national lead roles.
- Ensure open and fair channels for lateral and upward progression.
- Ensuring leadership engagement at all levels.

RESOURCES

- Ensure our buildings and infrastructure are modern and fit for delivering 21st Century policing.

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- Ensure our fleet is able to meet the changing environment of the City of London and can respond to the diverse requirements of policing .
- Invest in our information technology, making sure our officers and staff have the information and systems to do their jobs.
- Be innovative and data-driven in fighting crime, embracing new technologies such as machine learning and artificial intelligence.
- Invest in the skills of officers in digital investigations, forensics, intelligence and insight to improve our performance in reducing crime and bringing offenders to justice.
- Use technology to improve the service and communication with the communities we serve.

EFFICIENT AND EFFECTIVE SERVICE

- Ensure efficient and effective use of our funding and resources to provide best value for money, through single service provision, removing duplication and constantly challenging ourselves to be the best we can be.
- Ensure our processes and systems are effective and efficient to support the needs of our communities, for example, making it easy to report crime and access information.
- Ensure our response is tailored to the needs of the communities we serve.
- Work collaboratively with our partners in law enforcement and other sectors to ensure the best outcomes for our communities and victims of crime.
- Drive our recruitment processes to promptly achieve our officer uplift requirements.
- Ensure, through vigorous workforce planning, that our people are allocated in a way that optimises delivery of these policing plan priorities.

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

Commissioner

The 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 appoints a Lead Member for Equality & Inclusion who sits on the force Equality & Inclusion Strategic 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 Strategic Board

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

Equality & Inclusion Operational Delivery Board

This board oversees all the equality operational activities and provides support for the staff support networks and is chaired by the Commander.

Equality & Inclusion Manager

The force dedicated resource on how to implement and embed EDHR principles within all that we do.

Diversity Champions

These are senior leaders who are given a diversity strand each to champion. They are responsible for promoting education, learning and support for their diversity strand and they are to provide support and leadership for the staff support networks.

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. The Networks usually inform policy and good practice at the force. The force has several Support Networks:

- Association of Muslim Police
- Black Police Association
- Christian Police Association
- Disability Enabling Network
- Gender Equality Network
- Gypsy, Roma and Traveller Network
- Health and Wellbeing Network
- LGBT+ Support Network
- Parenting Support Group

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:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Equality Act 2010 sets out 9 protected characteristics that we must consider as part of 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.

In compliance to the specific duty regulations City of London Police will:

- Publish equality objectives every four years.
- Publish information annually to demonstrate compliance with the general equality duty.

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Data on all protective characteristics is captured on a monthly basis and is presented at the E&I Operational Board for discussion and action.

Objectives

Public bodies are required to prepare and publish one or more specific and measurable equality objectives which will help them to promote the aims of the equality duty.

The force has recently developed a diversity and inclusion strategy in order to show its commitment on equality, diversity, and human rights.

As part of our efforts to increase the diversity of our workforce, we have ensured that our advertising reach is greater by advertising in more publications, social media and through our networks. In addition, we have reviewed our careers website to ensure that it promotes the force in the best possible way using our online recruitment system to enhance the candidate experience.

The force is also offering application and interview training sessions for internal officers and staff that are interested in applying for a promotion or recruitment campaign, and we are currently working to implement a Recruitment and Selection course that will help train our force on good recruitment and selection practices

We are working harder to ensure that we have a team to represent the force at open days and recruitment events, as well as running positive action events. The Equality and Inclusion Board is chaired by a senior officer who ensures the diversity champions, staff support networks, Human Resources Team and the Equality & Inclusion Manager have the correct support and resources to deliver against the Equality Strategy Action Plan and all milestones.

The City of London Police will aim to promote equality duties through the following objectives:

Objective 1: Increase the number of BAME and female officers to be reflective of the London population.

The Force has been working towards a Black, Asian, and Minority Ethnic (BAME) Action Plan – now incorporated into the NPCC Action Plan- to support its efforts to increase the number of BAME officers at the Force. The NPCC Action Plan looks to increase representation from specific under representative groups, such as female Officers, using recruitment and retention aspirations. There are various initiatives in

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force that have been put in place to support this objective. A broader advertising strategy has been implemented which ensures wider and specific advertising for all campaigns to attract BAME and female applicants. The force is using more social media advertising for specific recruitment adverts and to highlight the value that the force places on diversity. The force has agreed a number of contracts with various advertising outlets to promote our adverts. In addition, all our campaigns now have contact details for our Support Networks where interested applicants can discuss any issues on the application process. The force has recognised the importance of increased part time, flexible and hybrid working in attracting and retaining female officers and will continue to review and develop posts which can support this. Furthermore, feedback is provided to all unsuccessful candidates. The importance of equality and diversity is now prominent on our website and also in adverts with key contacts for applicants to be able to have further discussions.

The force has ensured that there are development programmes available for our BAME colleagues and has recently introduced the Positive Action Leadership Scheme (PALS) to develop and retain officers and police staff from under-represented groups. The programme is currently open to BAME officers and police staff (constables, sergeants, and equivalent grades). The aims of the scheme are to:

- Promote the development of under-represented groups
- Provide tools to progress their careers, whether for promotion or lateral development
- Develop a culture that is better at valuing and promoting wider inclusion

Since 2021, to support the progression and development of this objective, the force have recruited a Positive Action Ambassadors Team, who are focusing on the external recruitment of new recruits and transferees. The Team work specifically on the attraction and support of under-represented groups into the force. This will encompass outreach work in high diversity areas, liaison with community leaders around recruitment, sharing a force promotion video, leading positive action webinars and supporting applicants through the application process, all the way through to starting in force. The Positive Action Ambassadors also work with internal “buddies,” who are Police officers and Police staff of all ranks, who also support candidates through the recruitment processes.

The force has continued to run the PALS programme every year, which is offered to all under-represented groups. The force’s Learning & Organisational Development Team will continue to implement new developmental programmes for all under-represented groups, and all members of the workforce. The new developmental programmes are being developed with the support of Staff Support Networks and specialist advisors.

Since the implementation of the developmental programmes, there has been a slight increase in the number of people who have been promoted and developed, and who identify as female and BAME. The changes might be slight, but this is expected when considering the timeframes required to develop and promote people. The force

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has recently recruited the force's first female Police Commissioner, who started in January 2022. The force will continue to monitor the equality data for its workforce and promote positive action and inclusion for all.

Objective 2 - Increase the number of officers and staff self-declaring their protective characteristics.

The force in its efforts to increase the number of the workforce declaring their protective characteristics has made a number of changes to the HR Self Service system. Officers and staff are now able to change their information on the system which has resulted to the increase of the number of protective characteristics declared.

A number of intranet articles have been published periodically throughout the year encouraging individuals to update their diversity information. We feel that this has increased the numbers declaring their protected characteristics. The better information we get on our workforce, the better we are able address any underrepresentation issues.

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 the HR Self Service system. This data, which is only available to very few HR staff at the force, is analysed by our HR team on a regular basis. We have recently enhanced our HR Self Service system to enable all protective characteristics to be reported.

It should be noted that the submission of personal information is not compulsory. This means that within recruitment applications or when the force ask staff to update their personal information, for example, a person may choose to select '*prefer not to say*' or leave the section/question blank completely. This mainly includes data that is personal to staff and not easily obvious, such as marriage, disability, and sexual orientation. This makes it more difficult for the force to report accurately.

How do we count the data?

All officers, staff and specials are counted within the force, including those on career breaks and those seconded in and out of force. Officers who are performing at temporary rank are counted in their substantive rank e.g., Temporary Chief Inspectors are counted as Inspectors. Officers acting in a rank are counted in their substantive role e.g., an acting Sergeant is counted as a Constable.

Data gaps

Work is currently being undertaken to ensure that the level of data completion continues to improve, there remain a number of gaps in the recording of personal data, particularly around disability, sexual orientation and religion and beliefs. These gaps should be taken into consideration when making any inferences based on the information contained within this report. Calculations of representation figures include known values and blank data, represented using terms 'not disclosed/unknown/not stated', this is to avoid artificially inflating figures, which can occur if blank data is excluded.

Protecting individuals

In some cases, breaking indicators down into protected characteristics may inadvertently identify individuals or suggest conclusions which cannot be made owing to small numbers. Therefore, some elements in the report do not breakdown protected characteristics beyond overall headcount.

The workforce data report is for the year 2021 and presents data from 1st January 2021 to 31st December 2021.

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

Workforce Equality Representation

This section looks at the general representation of the organisation. At 31 December 2021, Force's workforce strength (which comprises of permanent Staff and Officers, those on fixed term contracts and secondments out and secondees in) stood at 1358 (headcount) which represents a percentage change of -0.1% from 1360 at the end of 2020. The Special Constabulary headcount was 75.

The following sections provide a breakdown of Staff, Officers and Special Constabulary by protected characteristic groups, including ethnicity, gender, age, sexual orientation, disability, religion and beliefs and transgender.

Force Officers workforce breakdown¹

		31 December 2021	31 December 2020
Officer Workforce	Headcount (No.)	855	861
Officer Workforce Diversity (%)	Ethnic Minorities²	8.2	7.4
	Female	23.4	24.3
	Disabled	2.3	2.6
	Part Time	3.5	3.1
	LGBTQ+	2.6	2.2
Diversity Sgt and above (%)	Headcount (number)	230	210
	Ethnic Minorities	6.1	5.7
	Female	22.9	24.7
	Disabled	3.5	3.8
	Part Time	4.3	3.3
	LGBTQ+	3.0	3.8

Force Staff workforce breakdown

		31 December 2021	31 December 2020
Staff Workforce	Headcount (No.)	503	502
Staff Workforce Diversity (%)	Ethnic Minorities	22.9	23.7
	Female	57.9	57.8
	Disabled	2.8	3.0
	Part Time	13.7	10.5
	LGBTQ+	2.6	2.4
Diversity Grade D and above (%)	Headcount (number)	322	318
	Ethnic Minorities	18.9	19.5
	Female	56.5	55.3
	Disabled	2.5	2.5
	Part Time	12.4	9.4
	LGBTQ+	2.8	3.1

¹ Totals include Secondments

² Ethnic Minorities in the Force Workforce Breakdown tables exclude White Minorities

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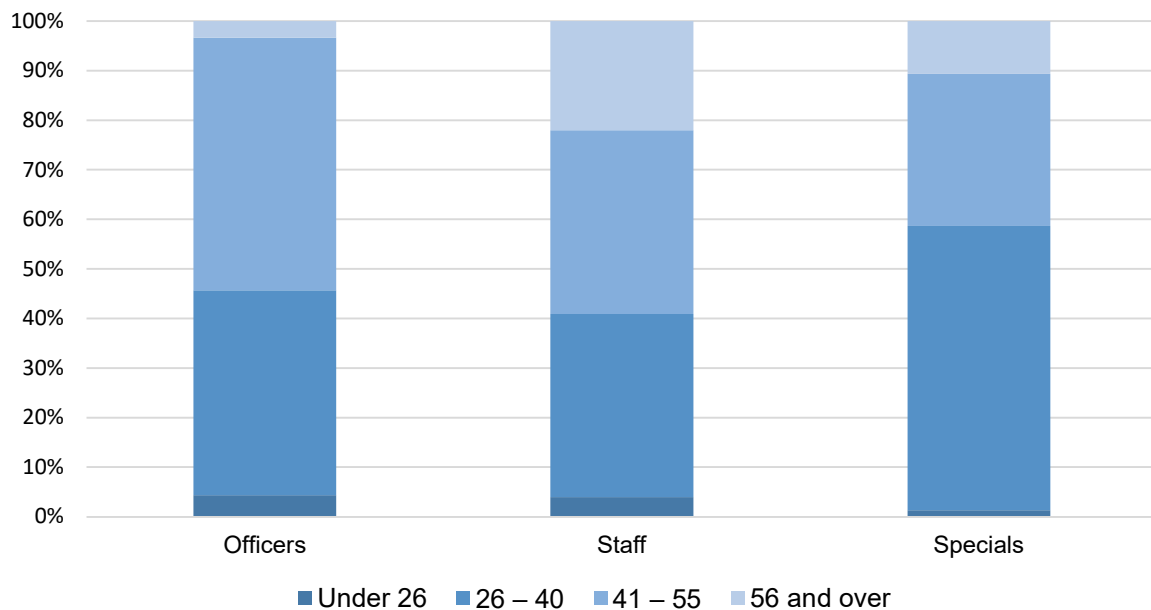
Age

The below figures are in percentages to ensure that officers/staff/specials cannot be identified. The tables below show the age of the workforce as at 31st December 2021 (31 December 2020).

Over half of all Officers and Staff were ages 41 and over, whereas the majority of Specials were aged 26-40 years old, this mirrors the wider national profile of the police workforces contained in the [Home Office, Police Workforce, England and Wales, as at 31 March 2021](#). In addition, the table below shows there has been a slight decrease in those under 40 years old across the workforce.

Age	Officers %	Staff %	Special Constabulary %
Under 26	4.3 (5.1)	4.0 (5.0)	1.3 (1.3)
26 – 40	41.3 (42.2)	37.0 (37.6)	57.3 (60.0)
41 – 55	51.0 (49.2)	37.2 (37.5)	30.7 (30.0)
56 and over	3.4 (3.5)	22.1 (19.9)	10.7 (8.8)

Age breakdown by worker type (31 December 2021)



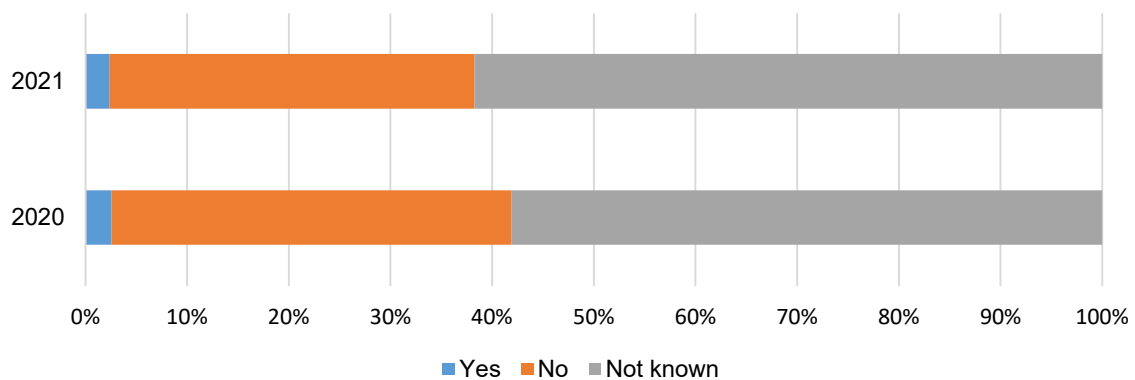
Disability

Disability affects all ranks and grades; we have used the definition of disability outlines in the Equality Act 2010, which defines a disability as if you have a physical and mental impairment that has a 'substantial' or 'long term' negative impact on your ability to do normal daily activities.

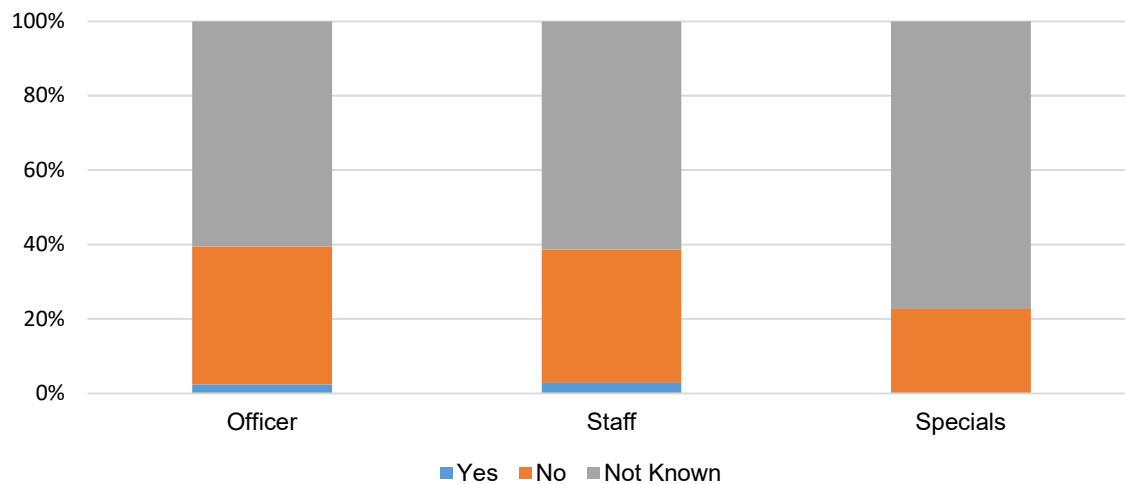
The graphs below show the proportion of the workforce who have declared a disability. The proportion of the workforce declaring that they have a disability is 2.4%. A further breakdown by other protected characteristics or rank/grade is likely to identify individuals

There has been an increase in not disclosed answers, likely due to an update in the disability disclosure field within HR Self Service. This is something we will monitor and we will continue to encourage Officers and Staff to declare their protected characteristics. It is not mandatory for staff/officer/specials to disclose if they have a disability. We are keen to support staff and, where notified, we are able to make reasonable adjustments and gain greater awareness of how to improve the work environment to make it more inclusive.

Disability - Total Workforce Comparison 2020 - 2021



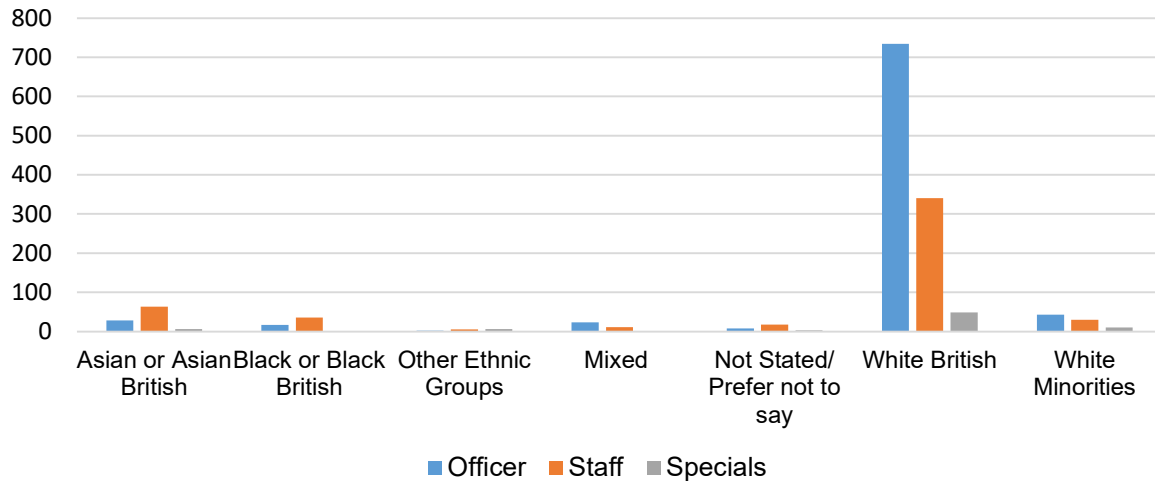
Disability breakdown by worker type (31 December 2021)



Ethnicity

The force records ethnicity based on the Home Office code scheme. This data looks at a comparison with the White group as a whole, including white minorities such as Gypsy and Irish Traveller groups and people with nationalities other than British. Therefore Ethnicity Minorities in this report refer to all ethnic groups combined except the White groups as a whole. The data includes all those self-defining as Black, Asian, Mixed or Other ethnic groups.³

Workforce by Ethnicity (31 December 2021)



As at 31 December 2021, 198 out of 1433 Officers, Staff and Specials were recorded as Ethnic Minorities, this is a representation of 13.8%. Of these 198 Ethnic Minority workers, 6.8% were recorded as Asian, 3.7% Black, 2.4% Mixed and 0.9% Other Ethnic Groups (percentage of the total workforce).

The table below shows ethnicity as a percentage of each employee type.

Ethnic Origin	Officers %	Staff %	Special Constabulary %
Asian or Asian British	3.3	12.5	8.0
Black or Black British	2.0	7.2	0.0
Other Ethnic Groups	0.2	1.0	8.0
Mixed	2.7	2.2	1.3
Not Stated/Prefer not to Say	0.9	3.6	4.0
White British	85.8	67.6	65.3
White Minorities	5.0	6.0	13.3

³ [Writing about ethnicity - GOV.UK \(ethnicity-facts-figures.service.gov.uk\)](https://www.service.gov.uk/ethnicity-facts-figures)

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The tables below give an overview of headcount looking at ethnic origin by rank/grade and employee type, and provides an ethnic minority percentage of the respective rank, as at 31 December 2021 (31 December 2020).

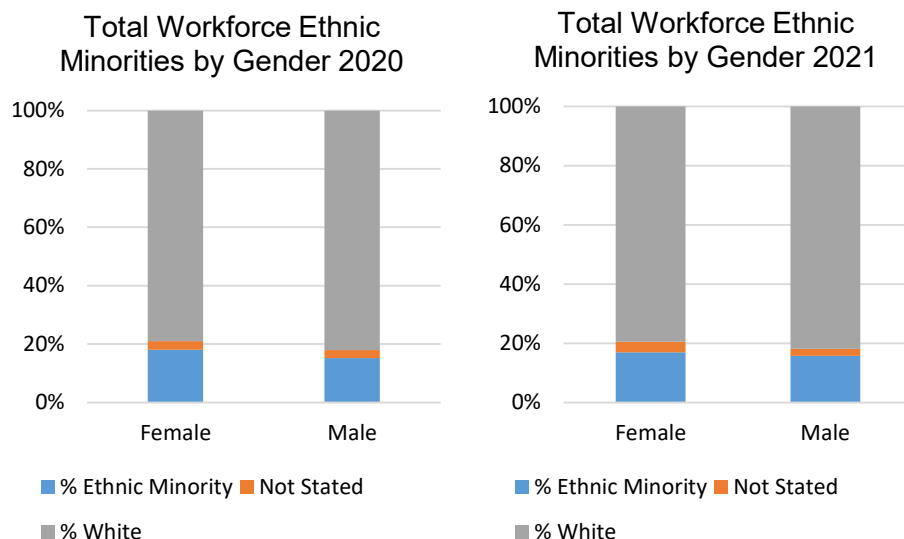
Police Officer Rank	Ethnic Minorities	Not Stated	White	% Ethnic Minority by Rank
Constable	56 (52)	5 (2)	563 (597)	9.0 (8.0)
Sergeant	5 (6)	1 (0)	118 (109)	4.1 (5.2)
Inspector	4 (1)	1 (0)	51 (42)	7.1 (2.3)
Chief Inspector	2 (2)	0 (0)	24 (25)	7.7 (7.4)
Superintendent	3 (3)	1 (0)	10 (10)	21.4 (23.1)
Chief Superintendent	0 (0)	0 (0)	9 (9)	0.0 (0.0)
Chief Officers	0 (0)	0 (0)	2 (3)	0.0 (0.0)
Total	70 (64)	8 (2)	777 (795)	8.2 (7.4)

Police Staff Grade	Ethnic Minorities	Not Stated	White	% Ethnic Minority by Grade
A	2 (2)	0 (0)	1 (3)	66.7 (40.0)
B	6 (7)	1 (1)	11 (11)	33.3 (36.8)
C	46 (48)	5 (5)	109 (107)	28.8 (30.0)
D	35 (39)	3 (3)	123 (126)	21.7 (23.2)
E	19 (17)	4 (2)	89 (85)	17.0 (16.3)
F	5 (5)	3 (3)	20 (18)	17.9 (19.2)
G	1 (1)	0 (0)	11 (13)	8.3 (7.1)
H - J	1 (0)	2 (2)	6 (4)	11.1 (0.0)
Total	115 (119)	18 (16)	370 (367)	22.9 (23.7)

Specials Rank	Ethnic Minorities	Not Stated	White	% Ethnic Minority by Rank
Constable	11 (12)	2 (3)	41 (42)	20.4 (21.1)
Sergeant	1 (1)	1 (1)	8 (8)	10.0 (10.0)
Inspector	0 (0)	0 (0)	5 (6)	0.0 (0.0)
Chief Inspector	1 (1)	0 (0)	0 (0)	100.0 (100.0)
Superintendent	0 (0)	0 (0)	3 (4)	0.0 (0.0)
Chief Superintendent	0 (0)	0 (0)	0 (0)	0.0 (0.0)
Chief Officers	0 (0)	0 (0)	2 (2)	0.0 (0.0)
Total	13 (14)	3 (4)	59 (62)	17.3 (17.5)

Ethnic Origin and Gender Representation

The tables and graphs below show the workforce and their ethnicity and gender as a percentage at 31 December 2021 (31 December 2020).



Police Officer Gender	Ethnic Minority %	Not Stated %	White %
Female	1.9 (1.9)	0.1 (0.0)	21.4 (22.4)
Male	6.3 (5.6)	0.8 (0.2)	69.5 (69.9)
Total	8.2 (7.4)	0.9 (0.2)	90.9 (92.3)

Police Staff Gender	Ethnic Minority %	Not Stated %	White %
Female	13.9 (14.3)	2.2 (1.8)	41.7 (41.6)
Male	8.9 (9.4)	1.4 (1.4)	31.8 (31.5)
Total	22.9 (23.7)	3.6 (3.2)	73.6 (73.1)

Specials Gender	Ethnic Minority %	Not Stated %	White %
Female	1.3 (2.5)	1.3 (1.3)	17.3 (17.5)
Male	16.0 (15.0)	2.7 (3.8)	61.3 (60.0)
Total	17.3 (17.5)	4.0 (5.0)	78.7 (77.5)

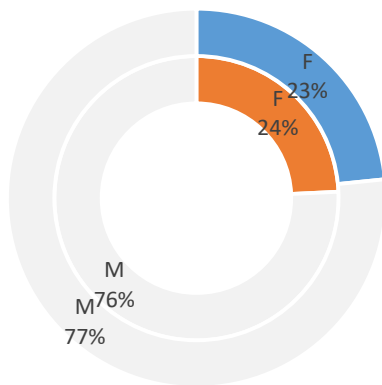
Gender

As at 31 December 2021, 23.4% of the Officer workforce was female, this is a 4.3% decrease from 31 December 2020. Staff female representation was 57.9%, this is an increase of 0.3%. Special Constabulary female representation was 20% in 2021, Specials' female representation has decreased by 11.8% from 2020.

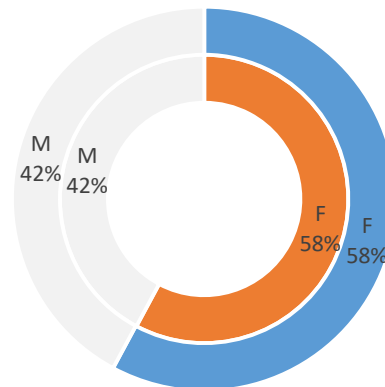
Graph Key:

- 2021
- 2020

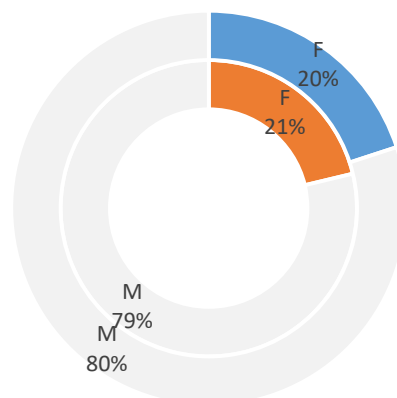
Officer Gender Profile 2020 - 2021



Staff Gender Profile 2020 - 2021



Specials Gender Profile 2020 - 2021



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The tables below shows the force's workforce gender representation as at 31 December 2021 (31 December 2020).

Police Rank	Officer	Female	Male	% Female	% Male
Constable		147 (157)	477 (494)	23.6 (24.1)	76.4 (75.9)
Sergeant		24 (23)	100 (92)	19.5 (20.0)	80.6 (80.0)
Inspector		14 (15)	42 (28)	25.0 (34.9)	75.0 (65.1)
Chief Inspector		10 (7)	16 (20)	38.5 (25.9)	61.5 (74.1)
Superintendent		3 (4)	11 (9)	21.4 (30.8)	78.6 (69.2)
Chief Superintendent		1 (2)	8 (7)	11.1 (22.2)	88.9 (77.8)
Chief Officers		1 (1)	1 (2)	50.0 (33.3)	50.0 (66.7)
Total		200 (209)	655 (652)	23.4 (24.3)	76.6 (75.7)

Police Grade	Staff	Female	Male	% Female	% Male
A		2 (3)	1 (2)	66.7 (60.0)	33.3 (40.0)
B		11 (12)	7 (7)	61.1 (63.2)	38.9 (36.8)
C		96 (99)	64 (61)	60.0 (61.9)	40.0 (38.1)
D		104 (103)	57 (65)	64.6 (61.3)	35.4 (38.7)
E		53 (49)	59 (55)	47.3 (47.1)	52.7 (52.9)
F		12 (11)	16 (15)	42.9 (42.3)	57.1 (57.7)
G		9 (10)	3 (4)	75.0 (71.4)	25.0 (28.6)
H - J		4 (3)	5 (3)	44.4 (50.0)	50.6 (50.0)
Total		291 (290)	212 (212)	57.9 (57.8)	42.1 (42.2)

Specials Rank	Female	Male	% Female	% Male
Constable	14 (15)	40 (42)	25.9 (26.3)	74.1 (73.7)
Sergeant	0 (1)	10 (9)	0.0 (10.0)	100.0 (90.0)
Inspector	1 (1)	4 (5)	20.0 (16.7)	80.0 (83.3)
Chief Inspector	0 (0)	1 (1)	0.0 (0.0)	100.0 (100.0)
Superintendent	0 (0)	3 (4)	0.0 (0.0)	100.0 (100.0)
Chief Superintendent	0 (0)	0 (0)	0.0 (0.0)	0.0 (0.0)
Chief Officers	0 (0)	2 (2)	0.0 (0.0)	100.0 (100.0)
Total	15 (17)	60 (63)	20.0 (21.3)	80.0 (78.8)

Maternity and Pregnancy

During the period 1 January 2021 – 31 December 2021, 9 Officers and 14 Staff took Maternity Leave. These numbers represent the number of instances of maternity leave, if an individual were to have more than one occasion of maternity leave during the calendar year, they would be counted more than once within the reporting period.

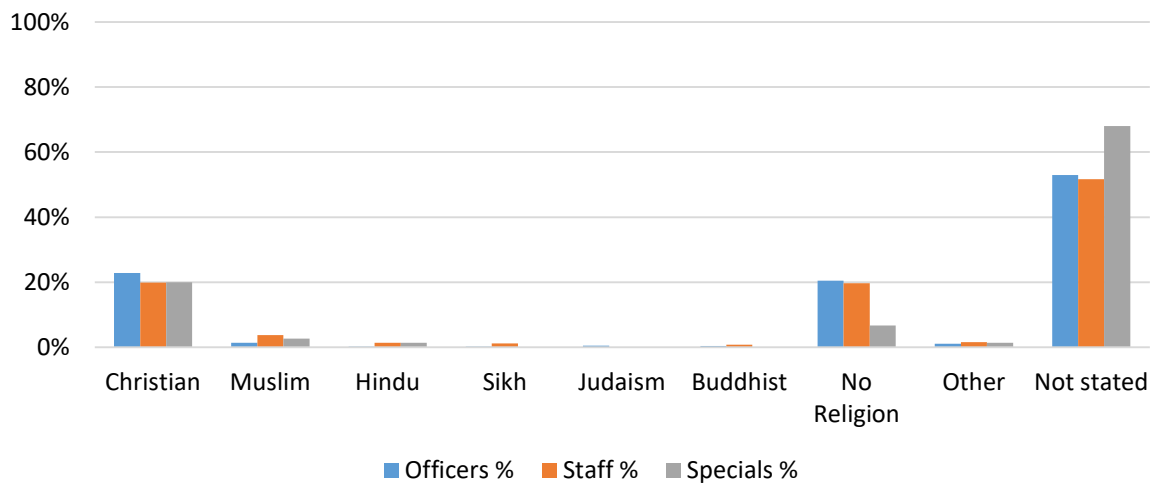
Religion and Belief

This report uses the recognised Home Office religion and belief coding. It should be noted that it is not mandatory for individuals to disclose their religious status.

The table below show the religion and beliefs for the workforce as a percentage of the headcount as of 31 December 2021 (31 December 2020). There has been a slight increase in those that have declared a religion or belief among Staff and Special Constabulary between 2020 and 2021.

Religion	Officers %	Staff %	Special Constabulary %
Christian	22.8 (23.1)	19.9 (19.9)	20.0 (18.8)
Muslim	1.4 (1.5)	3.8 (3.6)	2.7 (2.5)
Hindu	0.2 (0.2)	1.4 (1.6)	1.3 (1.3)
Sikh	0.2 (0.2)	1.2 (0.8)	0.0 (0.0)
Judaism	0.5 (0.5)	0.0 (0.0)	0.0 (0.0)
Buddhist	0.4 (0.2)	0.8 (0.8)	0.0 (0.0)
No Religion	20.5 (21.1)	19.7 (19.5)	6.7 (5.0)
Other	1.1 (0.8)	1.6 (1.6)	1.3 (1.3)
Not stated	53.0 (52.3)	51.7 (52.2)	68.0 (71.3)

Religion and Beliefs by Employee Type (31 December 2021)



Sexual Orientation

It is not mandatory for staff/officers/specials to disclose their sexual orientation. The below figures are represented as a percentage of the headcount to ensure that officers/staff and specials cannot be identified.

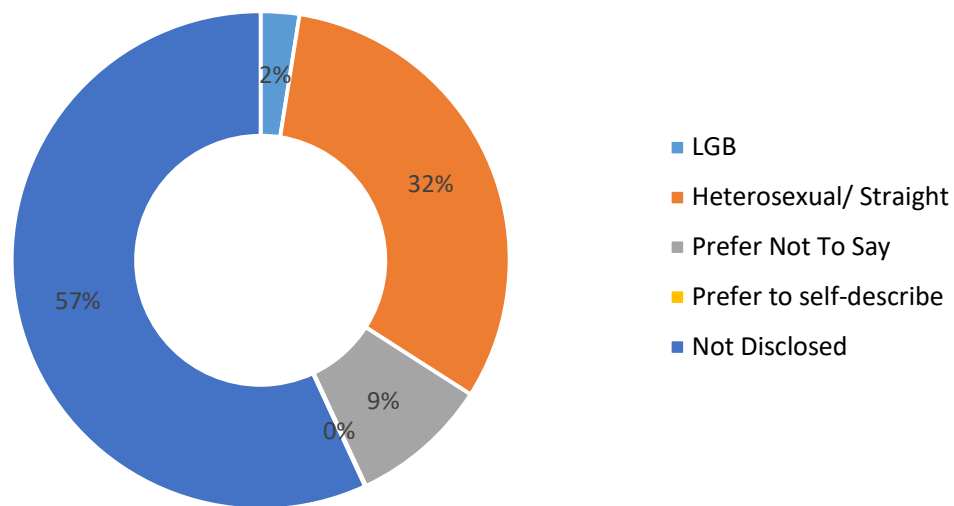
There has been an improvement in reporting of sexual orientation since the changes made to the HR Self Service system; 43% of HR records have provided information on sexual orientation, compared to 42% in 2020.

Police Officers/ Year	LGB	Heterosexual/ Straight	Prefer to Self Describe	Prefer Not to Say	Not Disclosed
2020 (%)	2.2	33.8	0.1	11.0	52.8
2021 (%)	2.6	34.9	0.1	9.9	52.6

Police Staff/ Year	LGB	Heterosexual/ Straight	Prefer to Self Describe	Prefer Not to Say	Not Disclosed
2020 (%)	2.4	26.3	0.0	7.6	63.7
2021 (%)	2.6	29.4	0.0	7.6	60.4

Specials/ Year	LGB	Heterosexual/ Straight	Prefer to Self Describe	Prefer Not to Say	Not Disclosed
2020 (%)	2.5	8.8	0.0	7.5	81.3
2021 (%)	1.3	8.0	0.0	8.0	82.7

Total Workforce by Sexual Orientation (31 December 2021)

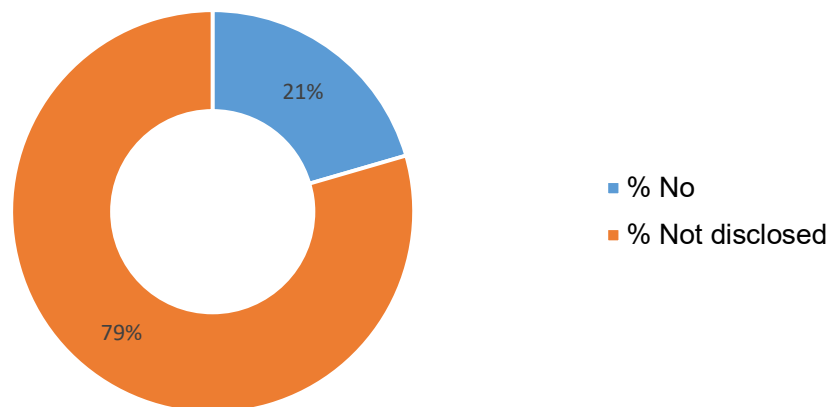


Transgender

It is not mandatory for staff/officer/specials to disclose their gender assignment. The below figures are in percentages to ensure that officers/staff and specials cannot be identified and show the force data as of 31 December 2021 (31 December 2020).

Employee Type	Yes (%)	No (%)	Not Disclosed (%)
Police Officers	0.0 (0.0)	22.1 (24.5)	77.9 (75.5)
Police Staff	0.0 (0.0)	19.5 (21.7)	80.5 (78.3)
Special Constabulary	0.0 (0.0)	9.3 (10.0)	90.7 (90.0)

Total Workforce by Transgender (31 December 2021)

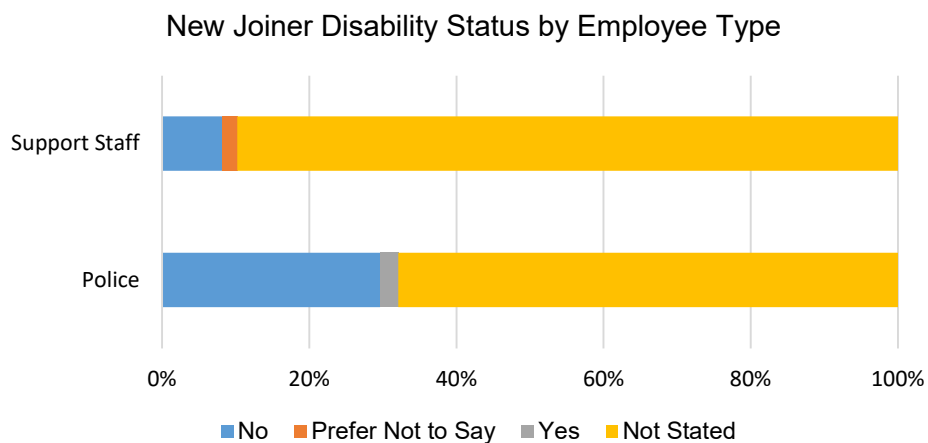
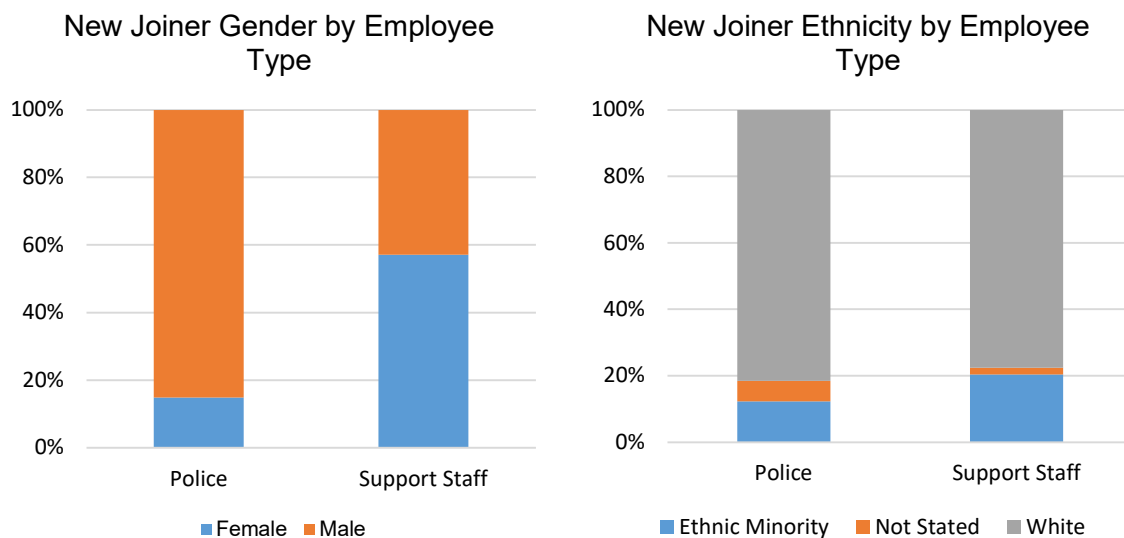


Recruitment

This section looks at the protected characteristics of those joining the organisation during the 12-month period to 31 December 2021. According to the data, 130 Officers, Staff and Specials joined force during this period. The graphs below show new starters information for 2021.

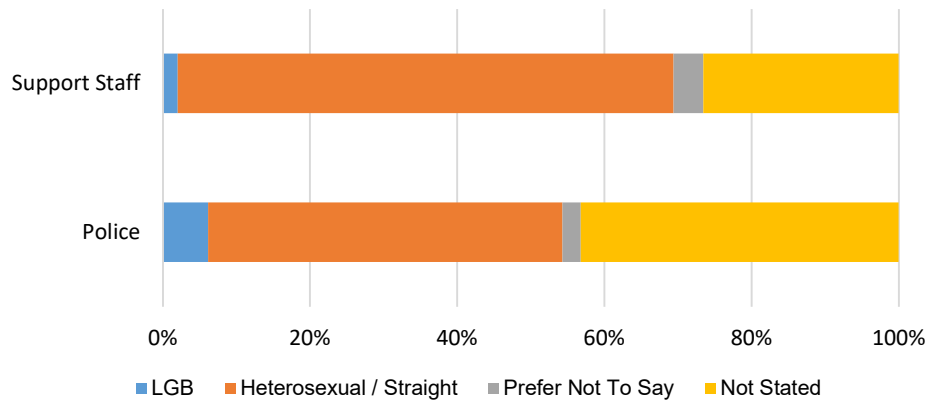
Vacancies are usually advertised both internally and externally. Candidates are interviewed against the Competency Values Framework (CVF) and apply through an online recruitment system. In case of staff recruitment, candidates are interviewed against agreed and tested job evaluation criteria set by the City of London. Progression within the organisation is not dependent on previous service at a lower grade.

Officers promotions take place throughout the year for different ranks. 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 an interview selection process. Inspectors and above participate in an interview and assessment process.

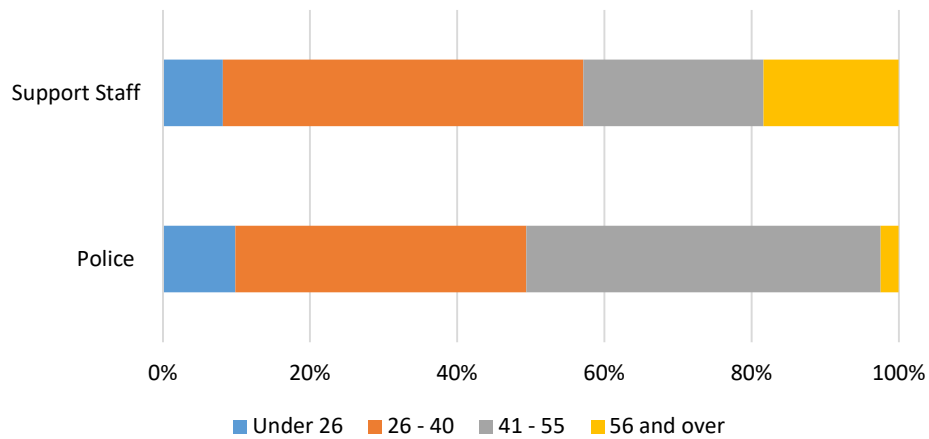


CITY OF LONDON POLICE: OFFICIAL - RECIPIENT ONLY

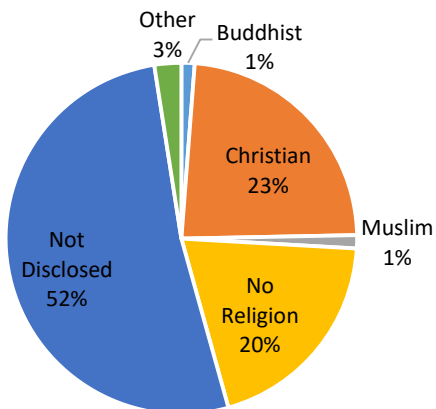
New Joiner Sexual Orientation by Employee Type



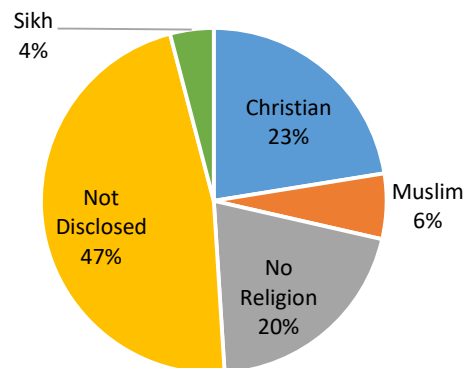
New Joiner Age Range by Employee Type



Police Joiners Religion and Beliefs Status



Support Staff Joiners Religion and Beliefs Status



Retention

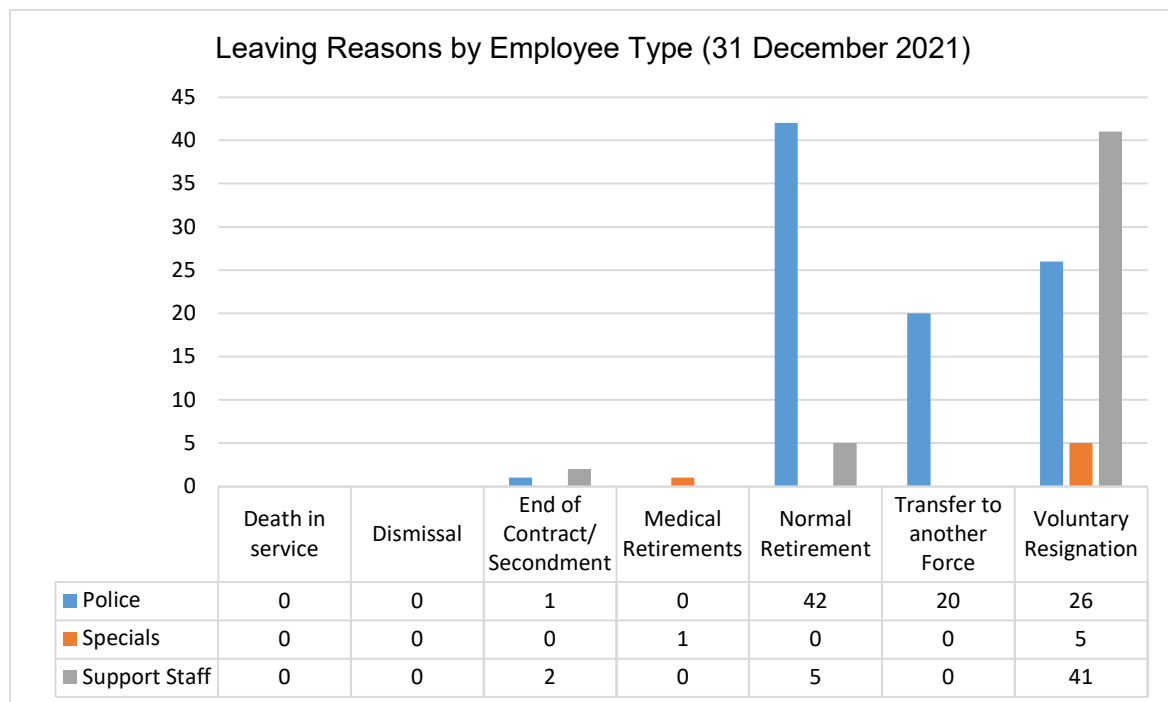
This section looks at the gender, ethnicity, age, disability, and sexual orientation of those leaving the organisation during the 12-month period to 31 December 2021.

143 individuals left the force from the three employee groups (89 Officers, 48 Staff and 6 Special Constabulary) during this reporting period. The tables below represent information as headcount.

Reasons for leaving are recorded in three different ways; Home Office reason (clustering), reason given on leaving and exit interview reason. The tables below use the Home Office reasons for leaving.

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. *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 2021.



CITY OF LONDON POLICE: OFFICIAL - RECIPIENT ONLY

Reasons for Leaving - Gender

	Police Officers		Police Staff		Special Constable	
	Female	Male	Female	Male	Female	Male
End of Secondment/Contract	0	1	2	0	0	0
Medical/III Health Retirement	0	0	0	0	0	1
Normal Retirement	11	31	4	1	0	0
Transfer to another Home Office force	4	16	0	0	0	0
Voluntary Resignation	6	20	21	20	2	3

Reasons for Leaving – Ethnicity

	Police Officers			Police Staff			Special Constable		
	Ethnic Minority	Not Disclosed	White	Ethnic Minority	Not Disclosed	White	Ethnic Minority	Not Disclosed	White
End of Secondment/Contract	0	1	0	2	0	0	0	0	0
Medical/III Health Retirement	0	0	0	0	0	0	0	0	1
Normal Retirement	0	0	42	0	0	5	0	0	0
Transfer to another Home Office force	2	0	18	0	0	0	0	0	0
Voluntary Resignation	3	0	23	12	0	29	1	1	3

CITY OF LONDON POLICE: OFFICIAL - RECIPIENT ONLY

Reason for Leaving - Age

	Police Officers				Police Staff				Special Constable			
	Under 26	26 – 40	41 – 55	56 and over	Under 26	26 – 40	41 – 55	56 and over	Under 26	26 – 40	41 – 55	56 and over
End of Secondment/Contract	0	0	1	0	0	1	0	1	0	0	0	0
Medical Retirement	0	0	0	0	0	0	0	0	0	0	0	1
Normal Retirement	0	0	32	10	0	0	0	5	0	0	0	0
Transfer to another Home Office force	0	10	10	0	0	0	0	0	0	0	0	0
Voluntary Resignation	4	13	9	0	2	20	14	5	0	1	3	1

Reasons for Leaving - Disability

	Police Officers			Police Staff			Special Constable		
	Yes	No	Not Disclosed	Yes	No	Not Disclosed	Yes	No	Not Disclosed
End of Secondment/Contract	0	0	1	0	0	2	0	0	0
Medical Retirement	0	0	0	0	0	0	0	0	1
Normal Retirement	2	32	8	0	3	2	0	0	0
Transfer to another Home Office force	0	6	14	0	0	0	0	0	0
Voluntary Resignation	0	3	23	1	6	34	0	4	1

CITY OF LONDON POLICE: OFFICIAL - RECIPIENT ONLY

Reasons for Leaving - Sexual Orientation

Police Officers	Bisexual	Gay/ Lesbian	Heterosexual/ Straight	Prefer to Self Describe	Prefer not to Say	Not Disclosed
End of Secondment/Contract	0	0	0	0	0	1
Medical Retirement	0	0	0	0	0	0
Normal Retirement	0	1	20	0	11	10
Transfer to another Home Office force	0	1	4	0	1	14
Voluntary Resignation	0	0	11	0	1	14

Police Staff	Bisexual	Gay/ Lesbian	Heterosexual/ Straight	Prefer to Self Describe	Prefer not to Say	Not Disclosed
End of Secondment/Contract	0	0	0	0	1	1
Medical Retirement	0	0	0	0	0	0
Normal Retirement	0	0	4	0	0	1
Transfer to another Home Office force	0	0	0	0	0	0
Voluntary Resignation	0	0	12	0	2	27

Specials	Bisexual	Gay/ Lesbian	Heterosexual/ Straight	Prefer to Self Describe	Prefer not to Say	Not Disclosed
End of Secondment/Contract	0	0	0	0	0	0
Medical Retirement	0	0	0	0	0	1
Normal Retirement	0	0	0	0	0	0
Transfer to another Home Office force	0	0	0	0	0	0
Voluntary Resignation	0	1	1	0	0	3

Gender Pay Gap Data

The Gender Pay Gap data below is from 31 March 2021.

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, 76.1% of our officers are male and 23.9% 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.

Police Gender pay gap 2021			
Pay rates	Gender pay gap - the difference between men's pay and women's pay as a percentage of men's pay		
Mean hourly rate	-1.1%		
Median hourly rate	0%		
Pay quartiles	Women	Men	Total
Proportion of women and men in the <u>upper quartile</u> (paid above the 75th percentile point)	24%	76%	100%
Proportion of women and men in the <u>upper middle quartile</u> (paid above the median and at or below the 75th percentile point)	24%	76%	100%
Proportion of women and men in the <u>lower middle quartile</u> (paid above the 25th percentile point and at or below the median)	24%	76%	100%

CITY OF LONDON POLICE: OFFICIAL - RECIPIENT ONLY

Proportion of women and men in the <u>lower quartile</u> (paid below the 25th percentile point)	24%	76%	100%
Bonus pay	Bonus Gender Pay Gap - the difference between men's bonus and women's bonus as a % of men's bonus		
Mean bonus	-29.6%		
Median bonus	0%		
Bonuses paid	Women	Men	
Who received bonus pay	1.4%	10.5%	