

CITY OF LONDON POLICE: OFFICIAL - RECIPIENT ONLY



Public Sector Equality Duty (PSED) Report 2022

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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

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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'.
- 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.
- 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

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- 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.

Data on all protected 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 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 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

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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 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 protected 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 protected 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 protected characteristics to be reported.

It should be noted that the submission of personal information is not compulsory. This means that, for example, within recruitment applications or when the force ask staff to update their personal information, individuals 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, seconded in and seconded out of force paid by CoLP (2021 data includes those seconded out and not paid for by the CoLP as well). Officers who are performing at temporary rank are counted in their substantive rank (unless there are temporary on promotions and completing a work-based assessment) 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 of 'not disclosed/unknown/not stated' and blank data, 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. Some changes year on year may be very small and therefore a comparison is shown, where appropriate.

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The workforce data report is for the year 2022 and presents data from 1st January 2022 to 31st December 2022.

Workforce Equality Representation

This section looks at the general representation of the organisation. At 31 December 2022, Force's workforce strength (which comprises of permanent Staff and Officers, those on fixed term contracts and secondments out paid by CoLP and secondees in) stood at 1485 (headcount) which represents a percentage change of 7.4% from 1358 at the end of 2021. The Specials headcount was 58.

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

Force Officers workforce breakdown¹

		31 December 2022	31 December 2021
Officer Workforce	Headcount (No.)	1015	855
Officer Workforce Diversity (%)	Ethnic Minorities²	9.8	8.2
	Female	23.6	23.4
	Disabled	3.6	2.3
	Part Time	2.9	3.5
	LGBTQ+	3.7	2.6
Diversity Sgt and above (%)	Headcount (No.)	246	230
	Ethnic Minorities	5.7	6.1
	Female	24.0	22.9
	Disabled	4.9	3.5
	Part Time	2.4	4.3
	LGBTQ+	3.3	3.0

Force Staff workforce breakdown

		31 December 2022	31 December 2021
Staff Workforce	Headcount (No.)	470	503
Staff Workforce Diversity (%)	Ethnic Minorities	22.8	22.9
	Female	59.4	57.9
	Disabled	4.5	2.8
	Part Time	12.6	13.7
	LGBTQ+	2.1	2.6
Diversity Grade D and above (%)	Headcount (No.)	312	322
	Ethnic Minorities	19.6	18.9
	Female	57.4	56.5
	Disabled	2.6	2.5
	Part Time	10.6	12.4
	LGBTQ+	3.5	2.8

Force Specials workforce breakdown

		31 December 2022	31 December 2021
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¹ Totals include Secondments

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

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Specials Workforce	Headcount (No.)	58	75
Specials Workforce Diversity (%)	Ethnic Minorities	17.2	17.3
	Female	22.4	20.0
	Disabled	3.4	0.0
	LGBTQ+	1.7	1.3
Diversity Sp. Sgt and above (%)	Headcount (No.)	15	21
	Ethnic Minorities	13.3	9.5
	Female	0.0	4.8
	Disabled	0.0	0.0
	LGBTQ+	0.0	0.0

Disclosure rates across all protected characteristics

Characteristic at 31 December 2022	Disclosure rate (%)
Age	100
Disability	20
Ethnicity	98
Gender	100
Religion or Belief	54
Sexual Orientation	54
Transgender	29

Information on age and gender is required for vetting and payroll, all other information is optional and individuals can leave the question blank or say 'prefer not to say'. Where individuals are seconded to the force they may not provide complete information.

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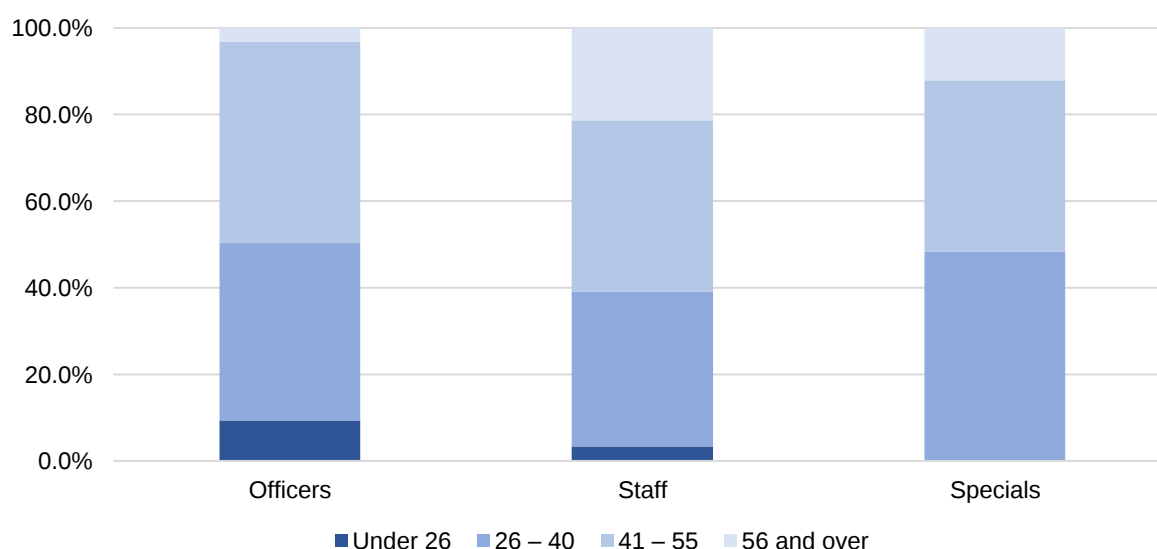
Age

The below figures are provided as percentages and headcount number whilst ensuring that individuals cannot be identified. The tables below show the age of the workforce as at 31st December 2022 (with comparison to 31 December 2021).

Over half of all Officers are 40 or under, a change from 2021 where a larger proportion of Officers were aged 41 and over. The majority of Staff are ages 41 and over, similar to last year and the national picture. In contrast to the national statistics³, since 2021 Specials age range has increased with 51% of Specials aged 41 and over. The table below shows for Staff and Specials there continues to be a slight decrease in those under 40 years old across the workforce.

Age	Officers %		Staff %		Specials %	
	2021	2022	2021	2022	2021	2022
Under 26	4.3	9.4	4.0	3.4	1.3	0.0
26 – 40	41.3	41.0	37.0	35.7	57.3	48.3
41 – 55	51.0	46.5	37.2	39.6	30.7	39.7
56 and over	3.4	3.2	22.1	21.3	10.7	12.1
	Officer (No.)		Staff (No.)		Specials (No.)	
Under 26	37	95	20	16	1	0
26 – 40	353	416	186	168	43	28
41 – 55	436	472	187	186	23	23
56 and over	29	32	111	100	8	7

Age breakdown by worker type (31 December 2022)



³ Home Office, Police Workforce, England and Wales: 31 March 2022, [Police workforce, England and Wales: 31 March 2022 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2022)

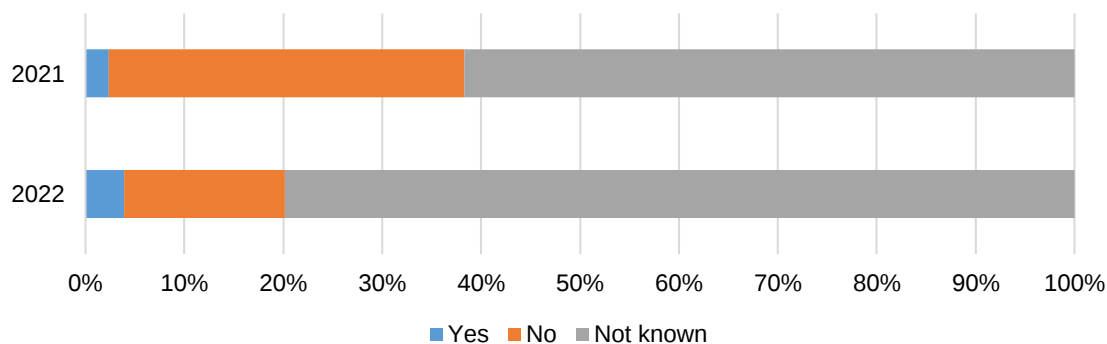
Disability

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.

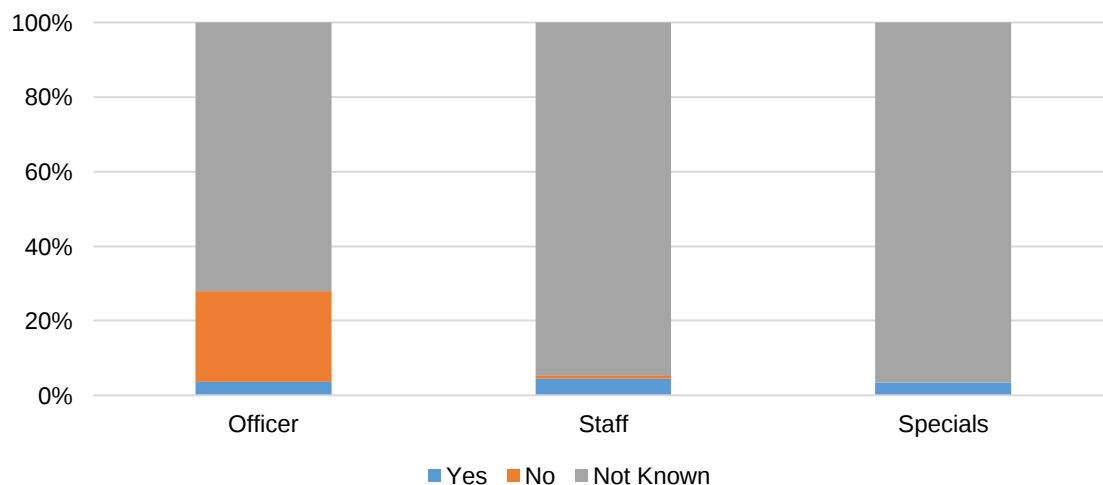
The graphs below show the proportion of the workforce who have declared a disability. The proportion of the workforce declaring that they have a disability is 3.9% (60 headcount). A further breakdown by other protected characteristics or rank/grade is likely to identify individuals

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 2021 - 2022



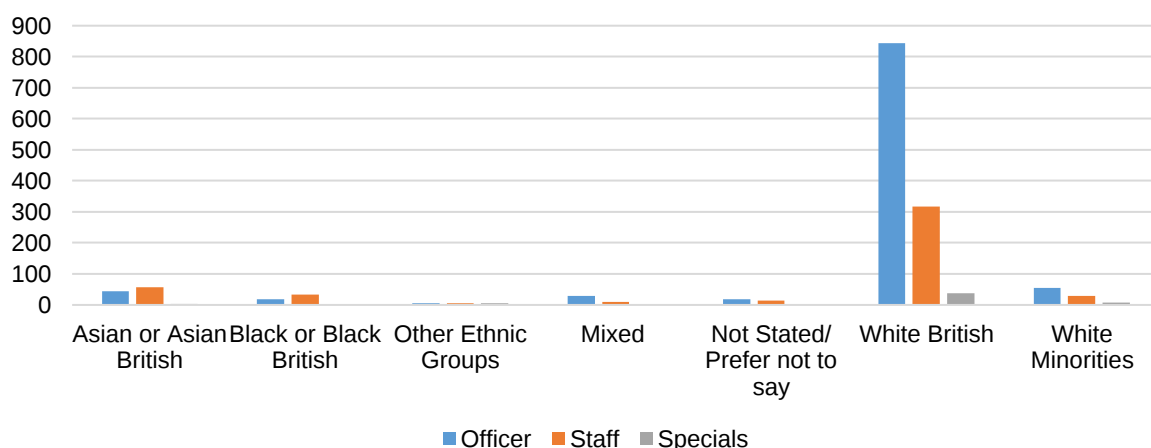
Disability breakdown by worker type (31 December 2022)



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.⁴

Workforce by Ethnicity (31 December 2022)



As at 31 December 2022, 216 out of 1543 Officers, Staff and Specials were recorded as Ethnic Minorities, this is a representation of 14%.

The table below shows ethnicity by headcount (No.) and as a percentage of each employee type at 31 December 2022.

Ethnic Origin	Officers		Staff		Specials		Total	
	No.	%	No.	%	No.	%	No.	%
Asian or Asian British	45	4.4	58	12.3	3	5.2	106	6.9
Black or Black British	19	1.9	34	7.2	0	0.0	53	3.4
Other Ethnic Groups	6	0.6	5	1.1	6	10.3	17	1.1
Mixed	29	2.9	10	2.1	1	1.7	40	2.6
Not Stated/Prefer not to Say	18	1.8	15	3.2	2	3.4	35	2.3
White British	843	83.1	318	67.7	38	65.5	1199	77.7
White Minorities	55	5.4	30	6.4	8	13.8	93	6.0

⁴ [Writing about ethnicity - GOV.UK \(ethnicity-facts-figures.service.gov.uk\)](https://www.ethnicity-facts-figures.service.gov.uk/)

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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 2022 (with comparison to 31 December 2021).

Police Officer Rank	Ethnic Minorities		Not Stated		White		% Ethnic Minority by Rank	
	2021	2022	2021	2022	2021	2022	2021	2022
Constable	56	85	5	15	563	669	9.0	11.1
Sergeant	5	6	1	1	118	133	4.1	4.3
Inspector	4	3	1	1	51	43	7.1	6.4
Chief Inspector	2	1	0	0	24	35	7.7	2.8
Superintendent	3	2	1	1	10	8	21.4	18.2
Chief Superintendent	0	1	0	0	9	6	0.0	14.3
Chief Officers	0	1	0	0	2	4	0.0	20.0
Total	70	99	8	18	777	898	8.2	9.8

Police Staff Grade	Ethnic Minorities		Not Stated		White		% Ethnic Minority by Grade	
	2021	2022	2021	2022	2021	2022	2021	2022
A	2	1	0	0	1	1	66.7	50.0
B	6	5	1	1	11	12	33.3	27.8
C – C+	46	40	5	4	109	95	28.8	28.8
D	35	40	3	3	123	113	21.7	25.6
E	19	14	4	3	89	89	17.0	13.2
F	5	5	3	2	20	19	17.9	19.2
G	1	2	0	0	11	10	8.3	16.7
H - J	1		2	2	6	9	11.1	0.0
Total	115	107	18	15	370	348	22.9	22.8

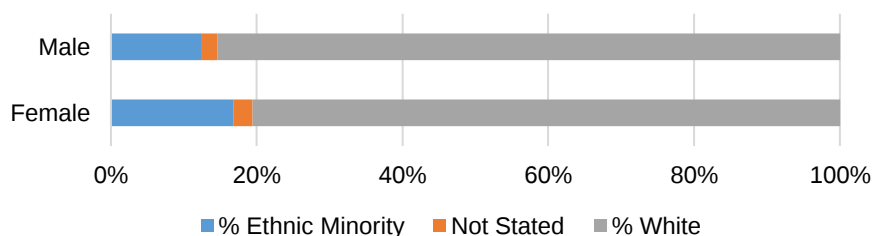
Specials Rank	Ethnic Minorities		Not Stated		White		% Ethnic Minority by Rank	
	2021	2022	2021	2022	2021	2022	2021	2022
Constable	11	8	2	2	41	33	20.4	18.6
Sergeant	1	1	1	0	8	5	10.0	16.7
Inspector	0	0	0	0	5	3	0.0	0.0
Chief Inspector	1	1	0	0	0	0	100.0	100.0
Superintendent	0	0	0	0	3	3	0.0	0.0
Chief Superintendent	0	0	0	0	0	0	0.0	0.0
Chief Officers	0	0	0	0	2	2	0.0	0.0
Total	13	10	3	2	59	46	17.3	17.2

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Ethnic Origin and Gender Representation

The tables and graphs below show the workforce and their ethnicity and gender headcount and as a percentage at 31 December 2022, with comparison to 31 December 2021.

Total Workforce Ethnic Minorities by Gender 2022



Police Staff Gender	Ethnic Minority %		Not Stated %		White %	
	2021	2022	2021	2022	2021	2022
Male	6.3	14.5	0.2	1.4	69.5	63.0
Female	8.3	9.8	0.9	1.8	90.9	88.5
Total	7.3	12.2	1.0	3.2	80.2	75.7
	Ethnic Minority (No.)		Not Stated (No.)		White (No.)	
Male	54	78	1	4	594	689
Female	70	99	9	18	777	898
Total	115	107	18	15	370	348

Specials Gender	Ethnic Minority %		Not Stated %		White %	
	2021	2022	2021	2022	2021	2022
Female	1.3	1.7	1.3	1.7	17.3	19.0
Male	16.0	15.5	2.7	1.7	61.3	60.3
Total	17.3	17.2	4.0	3.4	78.7	79.3
	Ethnic Minority (No.)		Not Stated (No.)		White (No.)	
Female	1	1	1	1	13	11
Male	12	9	2	1	46	35
Total	13	10	3	2	59	46

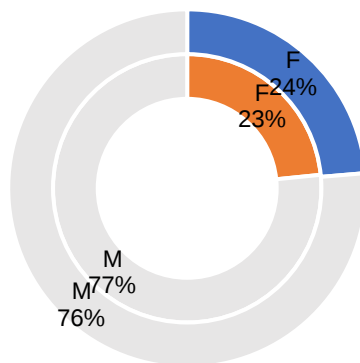
Gender

As at 31 December 2022, 23.6% of the Officer workforce was female, this is a 0.2% increase from 31 December 2021. Staff female representation was 59.4%, this is an increase of 1.5%. Specials female representation was 22.4% in 2022, Specials' female representation has increased by 2.4% from 2021.

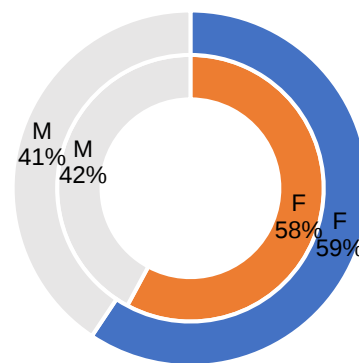
Graph Key:

- 2022
- 2021

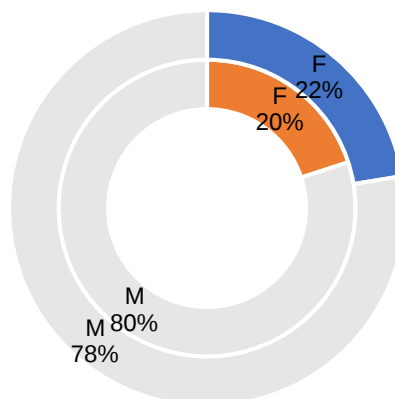
Officer Gender Profile 2021 - 2022



Staff Gender Profile 2021 - 2022



Specials Gender Profile 2021 - 2022



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The tables below shows the force's workforce gender representation (headcount and percentage) as at 31 December 2022, with comparison to 31 December 2021.

Police Officer Rank	Female		Male		% Female		% Male	
	2021	2022	2021	2022	2021	2022	2021	2022
Constable	147	181	477	588	23.6	23.5	76.4	76.5
Sergeant	24	29	100	111	19.5	20.7	80.6	79.3
Inspector	14	12	42	35	25.0	25.5	75.0	74.5
Chief Inspector	10	13	16	23	38.5	36.1	61.5	63.9
Superintendent	3	3	11	8	21.4	27.3	78.6	72.7
Chief Superintendent	1	1	8	6	11.1	14.3	88.9	85.7
Chief Officers	1	1	1	4	50.0	20.0	50.0	80.0
Total	200	240	655	775	23.4	23.6	76.7	76.4

Police Staff Grade	Female		Male		% Female		% Male	
	2021	2022	2021	2022	2021	2022	2021	2022
A	2	2	1	0	66.7	100.0	33.3	0.0
B	11	11	7	7	61.1	61.1	38.9	38.9
C – C+	96	88	64	51	60.0	63.3	40.0	36.7
D	104	99	57	57	64.6	63.5	35.4	36.5
E	53	58	59	48	47.3	54.7	52.7	45.3
F	12	11	16	15	42.9	42.3	57.1	57.7
G	9	6	3	6	75.0	50.0	25.0	50.0
H - J	4	4	5	7	44.4	36.4	50.6	63.6
Total	291	279	212	191	57.9	59.4	42.1	40.6

Specials Rank	Female		Male		% Female		% Male	
	2021	2022	2021	2022	2021	2022	2021	2022
Constable	14	13	40	30	25.9	30.2	74.1	69.8
Sergeant	0	0	10	6	0.0	0.0	100.0	100.0
Inspector	1	0	4	3	20.0	0.0	80.0	100.0
Chief Inspector	0	0	1	1	0.0	0.0	100.0	100.0
Superintendent	0	0	3	3	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	13	60	45	20.0	22.4	80.0	77.6

Maternity and Pregnancy

During the reporting period, 7 Officers and 10 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.

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Married/Civil Partnerships

During the reporting period, 676 declared that they are married or in a civil partnership within Officers, Staff and Specials.

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 2022 (31 December 2021). There has been a slight decrease in those that have not declared a religion or belief among all employee groups between 2021 and 2022.

Religion	Officers %		Staff %		Specials %	
	2021	2022	2021	2022	2021	2022
Buddhism	0.4	0.5	0.8	0.2	0.0	0.0
Christianity	22.8	25.5	19.9	22.6	20.0	20.7
Hinduism	0.2	0.4	1.4	1.5	1.3	0.0
Judaism	0.5	0.4	0.0	0.0	0.0	0.0
Muslim	1.4	1.7	3.8	4.3	2.7	3.4
No Religion	20.5	27.1	19.7	19.6	6.7	5.2
Other	1.1	1.3	1.6	1.3	1.3	1.7
Sikhism	0.2	0.3	1.2	1.3	0.0	0.0
Not stated	53.0	42.9	51.7	49.4	68.0	69.0

Religion	Officers (No.)		Staff (No.)		Specials (No.)	
	2021	2022	2021	2022	2021	2022
Buddhism	3	5	4	1	0	0
Christianity	195	259	100	106	15	12
Hinduism	2	4	7	7	1	0
Judaism	4	4	0	0	0	0
Muslim	12	17	19	20	2	2
No Religion	175	275	99	92	5	3
Other	9	13	8	6	1	1
Sikhism	2	3	6	6	0	0
Not stated	453	435	260	232	51	40

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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; 46.5% of HR records have provided information on sexual orientation, compared to 43% in 2021.

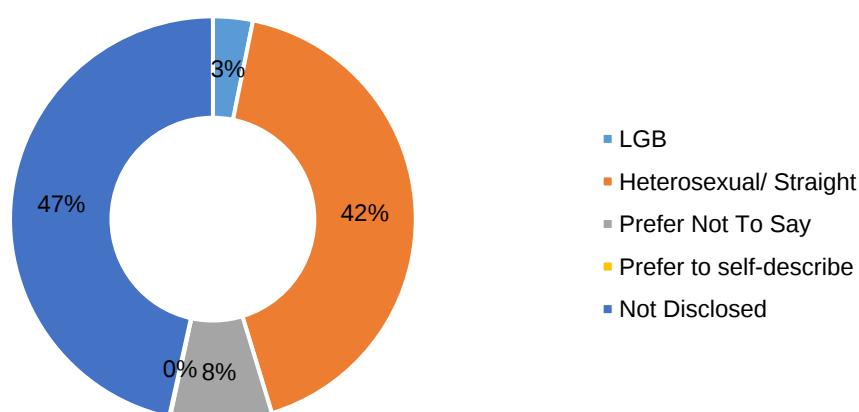
Officers/Staff/ Specials Headcount	LGB	Heterosexual/ Straight	Prefer to Self Describe	Prefer Not to Say	Not Disclosed
2021	36	452	1	129	815
2022	49	650	1	125	718

Police Officers/ Year	LGB	Heterosexual/ Straight	Prefer to Self Describe	Prefer Not to Say	Not Disclosed
2021 (%)	2.6	34.9	0.1	9.9	52.6
2022 (%)	3.7	48.3	0.1	8.6	39.3

Police Staff/ Year	LGB	Heterosexual/ Straight	Prefer to Self Describe	Prefer Not to Say	Not Disclosed
2021 (%)	2.6	29.4	0.0	7.6	60.4
2022 (%)	2.1	32.8	0.0	6.8	58.3

Specials/ Year	LGB	Heterosexual/ Straight	Prefer to Self Describe	Prefer Not to Say	Not Disclosed
2021 (%)	1.3	8.0	0.0	8.0	82.7
2022 (%)	1.7	10.3	0.0	10.3	77.6

Total Workforce by Sexual Orientation (31 December 2022)



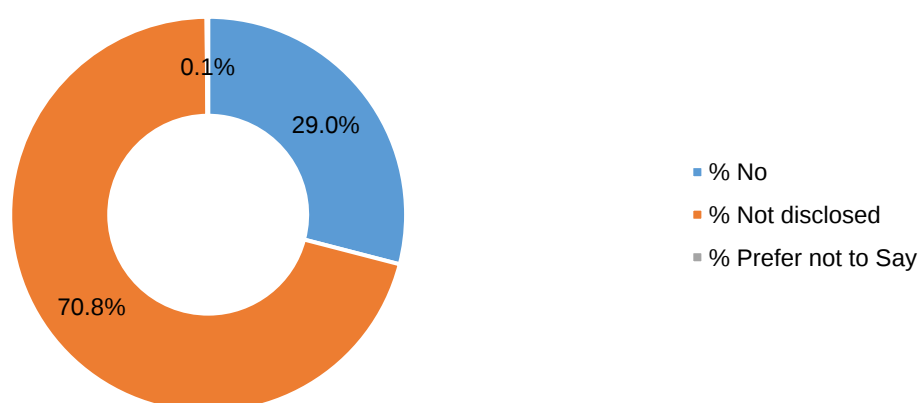
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Transgender

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 2022 (compared to 31 December 2021).

Employee Type	Yes (%)		No (%)		Prefer not to Say (%)		Not Disclosed (%)	
	2021	2022	2021	2022	2021	2022	2021	2022
Police Officers	0.0	0.0	22.1	32.9	0.0	0.2	77.9	66.9
Police Staff	0.0	0.0	19.5	22.8	0.0	0.0	80.5	77.2
Specials	0.0	0.0	9.3	12.1	0.0	0.0	90.7	87.9
Employee Type	Yes (No.)		No (No.)		Prefer not to Say (No.)		Not Disclosed (No.)	
	2021	2022	2021	2022	2021	2022	2021	2022
Police Officers	0	0	189	334	0	2	666	679
Police Staff	0	0	98	107	0	0	405	363
Specials	0	0	7	7	0	0	68	51

Total Workforce by Transgender (31 December 2022)



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Recruitment

This section looks at the protected characteristics of those joining the organisation during the 12-month period to 31 December 2022 (see tables below). According to the data, 332 total Officers and Staff joined force during this period (272 Officers and 60 Staff); no Specials joined in this period.

Vacancies are usually advertised internally and externally. Candidates apply via an online applicant tracking system and are interviewed against the Competency Values Framework (CVF). Staff applicants are interviewed against agreed and tested job evaluation criteria set by the City of London Corporation. Progression within the organisation is not dependent on previous service at a lower grade. Officer's promotions interview and assessment processes take place throughout the year for different ranks. In order to progress through the ranks from Constable to Sergeant and Sergeant to Inspector, officers must pass a national exam before applying for an interview selection process.

New Joiners - Gender

	Female	Male	Female %	Male %
Officers	62	210	22.8	77.2
Staff	32	26	53.3	46.7

New Joiners - Ethnicity

	Ethnic Minority	Not Stated	White	% Ethnic Minority
Officers	38	10	224	14.0
Staff	15	0	45	25.0

New Joiners - Age

	Under 26	26 – 40	41 – 55	56 and over
Officers	78	129	63	2
Staff	9	24	21	6

New Joiners – Disability Disclosed

	Yes	No	Not Stated
Officers	14	229	29
Staff	1	2	57

New Joiners – Sexual Orientation

	Gay/ Lesbian/ Bisexual	Heterosexual/ Straight	Prefer to Self Describe	Prefer not to Say	Not Disclosed
Officers	20	229	0	17	6
Staff	3	41	0	1	15

Retention

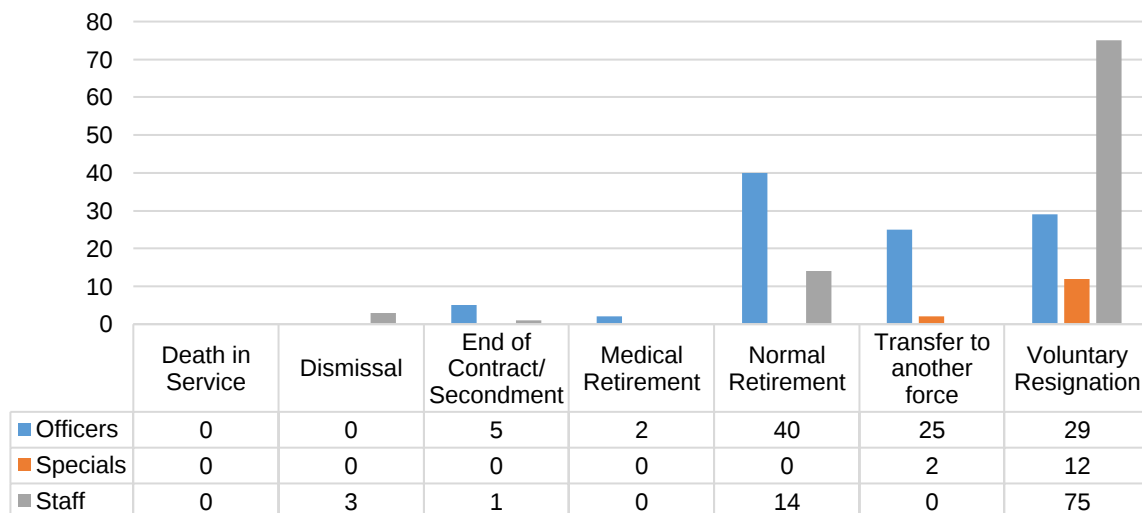
This section looks at the gender, ethnicity, age, disability, and sexual orientation of those leaving the organisation during the 12-month period to 31 December 2022.

208 individuals left the force from the three employee groups (101 Officers, 93 Staff and 14 Specials) 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.

Leaving Reasons by Employee Type (Calendar Year 2022)



The tables below look in more detail at leavers reasons by employee group and protected characteristics. Dismissals have been amalgamated with End of Contract/Secondments and Medical Retirements have been amalgamated with Normal Retirement to provide anonymity where smaller numbers are presented.

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Reasons for Leaving - Gender

	Police Officers		Police Staff		Specials	
	Female	Male	Female	Male	Female	Male
End of Secondment/Contract/Dismissal	0	5	1	3	0	0
Normal Retirement (incl. Medical)	12	30	8	6	0	0
Transfer to another Home Office force	4	21	0	0	0	2
Voluntary Resignation	6	23	35	40	2	10

Reasons for Leaving – Ethnicity

	Police Officers			Police Staff			Specials		
	Ethnic Minority	Not Disclosed	White	Ethnic Minority	Not Disclosed	White	Ethnic Minority	Not Disclosed	White
End of Secondment/Contract/Dismissal	1	1	3	1	1	2	0	0	0
Normal Retirement (incl. Medical)	2	0	40	2	0	12	0	0	0
Transfer to another Home Office force	1	0	24	0	0	0	0	1	1
Voluntary Resignation	4	0	25	18	2	55	2	0	10

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Reason for Leaving - Age

	Police Officers				Police Staff				Specials			
	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/Dismissal	0	4	1	0	1	2	1	0	0	0	0	0
Normal Retirement (incl. Medical)	0	1	30	11	0	0	0	14	0	0	0	0
Transfer to another Home Office force	1	15	9	0	0	0	0	0	0	2	0	0
Voluntary Resignation	7	11	10	1	6	39	15	15	0	9	2	0

Reasons for Leaving – Disability Disclosed

	Police Officers			Police Staff			Specials		
	Yes	No	Not Disclosed	Yes	No	Not Disclosed	Yes	No	Not Disclosed
End of Secondment/Contract/Dismissal	0	2	3	0	0	4	0	0	0
Normal Retirement (incl. Medical)	2	24	16	0	11	3	0	0	0
Transfer to another Home Office force	0	7	18	0	0	0	0	0	2
Voluntary Resignation	0	5	24	3	13	59	0	4	8

CITY OF LONDON POLICE: OFFICIAL - RECIPIENT ONLY

Reasons for Leaving - Sexual Orientation

Police Officers	Gay/ Lesbian/ Bisexual	Heterosexual/ Straight	Prefer to Self Describe	Prefer not to Say	Not Disclosed
End of Secondment/Contract/ Dismissal	0	1	0	2	2
Normal Retirement (incl. Medical)	1	16	0	10	15
Transfer to another Home Office force	1	6	0	1	17
Voluntary Resignation	2	10	0	1	16

Police Staff	Gay/ Lesbian/ Bisexual	Heterosexual/ Straight	Prefer to Self Describe	Prefer not to Say	Not Disclosed
End of Secondment/Contract/ Dismissal	0	1	0	0	3
Normal Retirement (incl. Medical)	0	4	0	5	5
Transfer to another Home Office force	0	0	0	0	0
Voluntary Resignation	6	30	0	2	37

Specials	Gay/ Lesbian/ Bisexual	Heterosexual/ Straight	Prefer to Self Describe	Prefer not to Say	Not Disclosed
End of Secondment/Contract/ Dismissal	0	0	0	0	0
Normal Retirement (incl. Medical)	0	0	0	0	0
Transfer to another Home Office force	0	0	0	0	2
Voluntary Resignation	0	0	0	0	12

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 2022			
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	-1.5%		
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)	27%	73%	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)	26%	74%	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)	21%	79%	100%
Proportion of women and men in the <u>lower quartile</u> (paid below the 25th percentile point)	23%	77%	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	48.9%		
Median bonus	87.2%		
Bonuses paid	Women	Men	
Who received bonus pay	6.9%	17.1%	