

CITY OF LONDON POLICE: OFFICIAL - RECIPIENT ONLY



2020 Employment Statistics

Equality and Diversity Duty Information

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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

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 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 Assistant 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:

- Black Police Association
- Christian Police Association
- Disability Enabling Network
- LGBT Support Network
- Association of Muslim Police
- Women's Network
- The Men's Network
- Health and Wellbeing Network

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**

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- **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 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

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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 where interested applicants can discuss any issues on the application process. 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 to applicants for 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 being run as a pilot for 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

Going forward, we plan to run further PALS programmes each year and these will be offered to a mixture of all under-represented groups, including female Officers.

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?

With the specific exceptions, everyone is counted within the 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. In these statistics, we have counted officers and staff on career breaks.

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

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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 2020 and presents data from 1st January 2020 to 31st December 2020. The next workforce report is due on 31st January 2022 and it will contain data for the year 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 2020, Force's workforce strength (which comprises of permanent Staff and Officers, those on fixed term contracts and secondees) stood at 1360 (headcount) which represents a rise of 11.6% from 1219 at the end of 2019. The Special Constabulary headcount was 80.

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 2020	31 December 2019
Officer Workforce	Headcount (No.)	861	759
Officer Workforce Diversity (%)	Ethnic Minorities	7.4	6.9
	Female	24.3	23.2
	Disabled	2.6	3
	Part Time	3.1	5.5
	LGBTQ+	2.2	1.0
Diversity Sgt and above (%)	Headcount (number)	210	208
	Ethnic Minorities	5.7	5.7
	Female	24.7	23.5
	Disabled	3.8	4.3
	Part Time	3.3	3.8
	LGBTQ+	3.8	2.4

Force Staff workforce breakdown

		31 December 2020	31 December 2019
Staff Workforce	Headcount (No.)	502	460
Staff Workforce Diversity (%)	Ethnic Minorities	23.7	21.9
	Female	57.8	57.4
	Disabled	3.0	3.0
	Part Time	10.5	11
	LGBTQ+	2.4	0.2
Diversity Grade F and above (%)	Headcount (number)	46	43
	Ethnic Minorities	13.0	9.3
	Female	52.2	53.5
	Disabled	4.3	4.7
	Part Time	4.3	2.3
	LGBTQ+	2.2	2.3

¹ Totals include Secondments

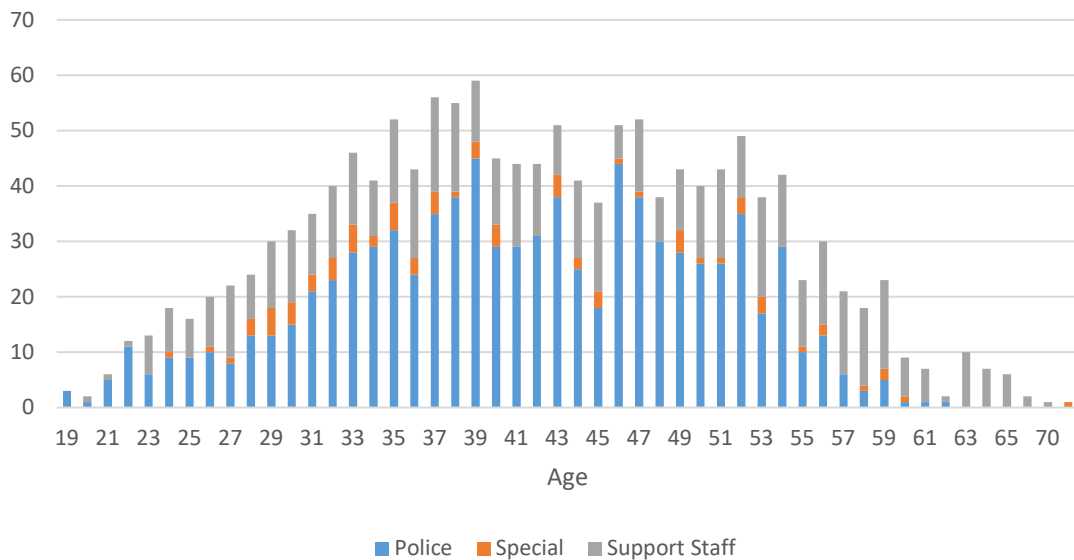
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Age

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 2020 (31 December 2019).

Age	Officers %	Staff %	Special Constabulary %
Under 26	5.1 (1.7)	5.0 (3.7)	1.3 (3.7)
26 – 40	42.3 (42.6)	37.6 (37.6)	60.0 (59.3)
41 – 55	49.4 (52.8)	37.5 (38.0)	30.0 (32.1)
56 and over	3.5 (2.9)	19.9 (20.7)	8.8 (4.9)

Workforce by Age (31 December 2020)



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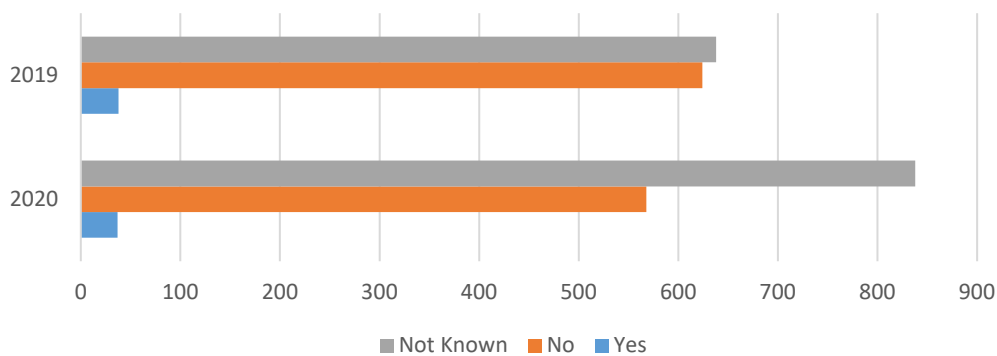
Disability

Disability affects all ranks and grades; under the Equality Act 2010 you have a disability 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 graph and tables below show the proportion of the workforce who have declared a disability.

There has been an increase in not disclosed answers. A further breakdown by other protected characteristics or rank/grade is likely to identify individuals. It is not mandatory for staff/officer/specials to disclose if they have a disability. If there was a decrease in disclosure rates we will continue with our work on encouraging Officers and Staff to declare their protective characteristic.

Disability - Total Workforce comparison 2019-2020



Police Officers

Year	Yes	No	Not Known	% with a Disability	Total
2019	23	395	341	3.0	759
2020	22	357	482	2.6	861

Police Staff

Year	Yes	No	Not Known	% with a Disability	Total
2019	15	204	241	3.0	460
2020	15	189	298	3.0	502

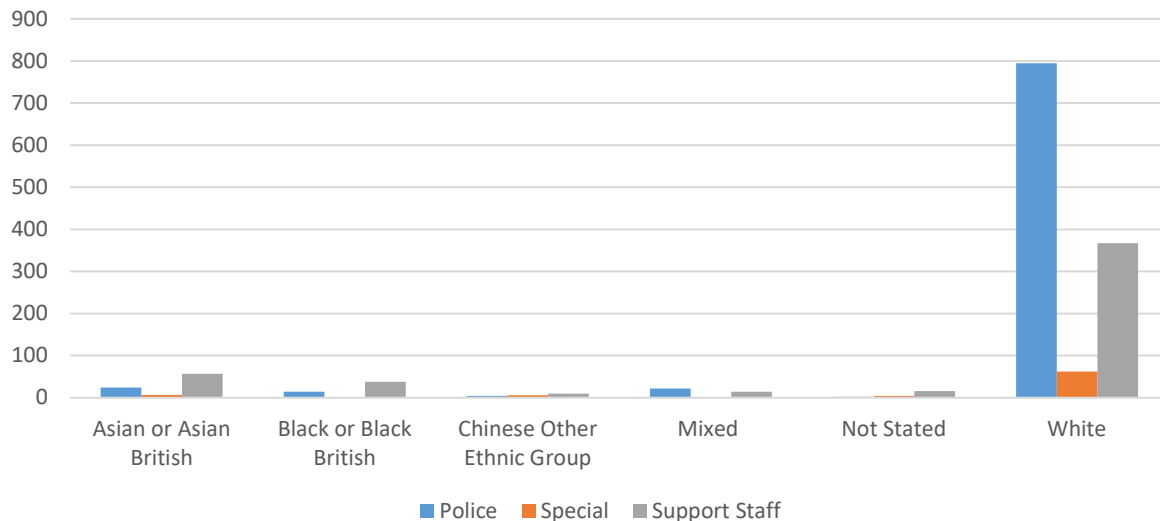
Special Constabulary

Year	Yes	No	Not Known	% with a Disability	Total
2019	0	25	56	0.0	81
2020	0	22	58	0.0	80

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. 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.²

Workforce by Ethnicity (31 December 2020)



As at 31 December 2020, 197 out of 1443 Officers, Staff and Specials were recorded as Ethnic Minorities, this is a representation of 13.6%. Of these 196 Ethnic Minority workers, 6.1% were recorded as Asian, 3.6% as Black, 2.5% Mixed and 1.4% Chinese or any Other Ethnic Group. The mixed Chinese and Other Ethnic Group will be updated with changes to the National Workforce Data Standard in 2021, therefore this report will be updated according next year.

Ethnic Origin	Officers %	Staff %	Special Constabulary %
Asian or Asian British	2.8	11.4	8.8
Black or Black British	1.6	7.6	0.0
Chinese and Other Ethnic Groups	0.5	2.0	7.5
Mixed	2.6	2.8	1.3
Not Stated	0.2	3.2	5.0
White	92.3	73.1	77.5

² [Writing about ethnicity - GOV.UK \(ethnicity-facts-figures.service.gov.uk\)](https://www.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 a Ethnic Minority percentage of the respective rank as at 31 December 2020 (31 December 2019).

Police Officers

Rank	Ethnic Minority	Not Stated	White	% of Ethnic Minority
Constable	52 (40)	2 (2)	597 (509)	8.0 (7.3)
Sergeant	6 (6)	0 (0)	109 (105)	5.2 (5.4)
Inspector	1 (1)	0 (0)	42 (58)	2.3 (1.7)
Chief Inspector	2 (2)	0 (0)	25 (12)	7.4 (14.3)
Superintendent	3 (3)	0 (0)	10 (13)	23.1 (18.8)
Chief Superintendent	0 (0)	0 (0)	9 (5)	0.0 (0.0)
Chief Officers	0 (0)	0 (0)	3 (3)	0.0 (0.0)
Total	64 (52)	2 (2)	795 (705)	7.4 (6.9)

Police Staff

Rank / Grade	Ethnic Minority	Not Stated	White	% of Ethnic Minority
A	2 (0)	0 (0)	3 (2)	40.0 (0.0)
B	7 (6)	1 (1)	11 (10)	36.8 (35.3)
C	48 (39)	5 (7)	107 (107)	30.0 (25.5)
D	39 (39)	3 (4)	126 (102)	23.2 (26.9)
E	17 (13)	2 (2)	85 (85)	16.3 (13.0)
F	5 (3)	3 (4)	18 (17)	19.2 (12.5)
G	1 (1)	0 (0)	13 (12)	7.1 (7.7)
H - J	0 (0)	2 (1)	4 (5)	0.0 (0.0)
Total	119 (101)	16 (19)	367 (340)	23.7 (21.9)

Special Constabulary

Rank	Ethnic Minority	Not Stated	White	% of Ethnic Minority
Constable	12 (12)	3 (4)	42 (41)	21.1 (21.1)
Sergeant	1 (1)	1 (1)	8 (8)	10.0 (10.0)
Inspector	0 (0)	0 (0)	6 (6)	0.0 (0.0)
Chief Inspector	1 (1)	0 (0)	0 (1)	100.0 (50.0)
Superintendent	0 (0)	0 (0)	4 (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	14 (14)	4 (5)	62 (62)	17.5 (17.3)

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Female Ethnic Minority Representation

The tables below show the ethnicity for female Officers, Staff and Specials by Rank/Grade at 31 December 2020 (31 December 2019), with the percentage of Ethnic Minority females compared to the total female population for each employee type.

Female Police Officers – Ethnic Origin by Rank

Female Officers Ranks	Ethnic Minority	White	% of Ethnic Minority	Total
Constable	14 (10)	143 (111)	8.3 (8.3)	157 (121)
Sergeant	1 (1)	22 (26)	4.3 (3.7)	23 (27)
Inspector	0 (0)	15 (16)	0.0 (0.0)	15 (16)
Chief Inspector	0 (0)	7 (6)	0.0 (0.0)	7 (6)
Superintendent	1 (1)	3 (3)	25.0 (25.0)	4 (4)
Chief Superintendent	0 (0)	2 (1)	0.0 (0.0)	2 (1)
Chief Officers	0 (0)	1 (1)	0.0 (0.0)	1 (1)
Total	16 (12)	193 (164)	7.2 (6.8)	209 (176)

Female Police Staff – Ethnic Origin by Grade

Ethnicity by Rank for Female Staff	Ethnic Minority	White	Not Stated	% of Ethnic Minority	Total
A	2 (0)	1 (1)	0 (0)	66.7 (0.0)	3 (1)
B	5 (5)	6 (5)	1 (1)	41.7 (45.5)	12 (11)
C	31 (24)	64 (60)	4 (5)	31.3 (26.9)	99 (89)
D	25 (27)	76 (60)	2 (2)	24.3 (30.3)	103 (89)
E	7 (7)	41 (43)	1 (1)	14.3 (13.7)	49 (51)
F	1 (1)	9 (9)	1 (1)	9.1 (9.0)	11 (11)
G	1 (1)	9 (8)	0 (0)	10.0 (11.1)	10 (9)
H - J	0 (0)	3 (3)	0 (0)	0.0 (0.0)	3 (3)
Total	72 (65)	209 (189)	9 (10)	24.8 (24.6)	290 (264)

Female Police Special Constabulary – Ethnic Origin by Rank

Female Specials Ranks	Ethnic Minority	White	Not Stated	% of Ethnic Minority	Total
Constable	2 (3)	12 (14)	1 (1)	13.3 (16.7)	15 (18)
Sergeant	0 (0)	1 (1)	0 (0)	0.0 (0.0)	1 (1)
Inspector	0 (0)	1 (1)	0 (0)	0.0 (0.0)	1 (1)
Chief Inspector	0 (0)	0 (0)	0 (0)	0.0 (0.0)	0 (0)
Superintendent	0 (0)	0 (0)	0 (0)	0.0 (0.0)	0 (0)
Chief Superintendent	0 (0)	0 (0)	0 (0)	0.0 (0.0)	0 (0)
Chief Officers	0 (0)	0 (0)	0 (0)	0.0 (0.0)	0 (0)
Total	2 (3)	14 (16)	1 (1)	11.8 (15.0)	17 (20)

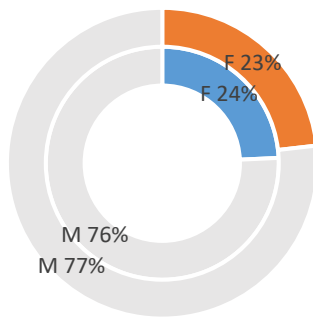
Gender

As at 31 December 2020, 24.3% of the Officer workforce was female, an increase of 1% from 2019; Staff female representation was 57.8%. Special Constabulary female representation was 21.3 in 2020, Specials female representation has decreased by 3.4% from 2019.

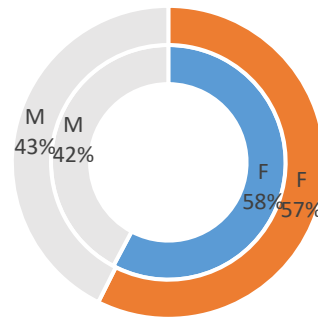
Graph Key:

- 2020
- 2019

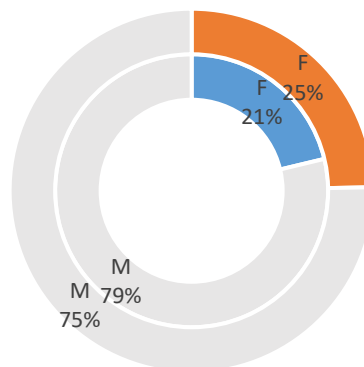
Officers Gender Profile 2019 - 2020



Staff Gender Profile 2019 - 2020



Specials Gender Profile 2019 - 2020



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The tables below shows the force's workforce gender representation as at 31 December 2020 (31 December 2019).

Police Officers

Rank	Female	Male	% Female	% Male
Constable	157 (121)	494 (424)	24.1 (24.0)	75.9 (77.8)
Sergeant	23 (27)	92 (89)	20.0 (23.3)	80.0 (76.7)
Inspector	15 (16)	28 (42)	34.9 (27.6)	65.1 (72.4)
Chief Inspector	7 (6)	20 (10)	25.9 (37.5)	74.1 (62.5)
Superintendent	4 (4)	9 (12)	30.8 (25.0)	69.2 (75.0)
Chief Superintendent	2 (1)	7 (4)	22.2 (20.0)	77.8 (80.0)
Chief Officers	1 (1)	2 (2)	33.3 (33.3)	66.7 (66.7)
Total	209 (176)	652 (583)	24.3 (23.2)	75.7 (76.8)

Police Staff

Grade	Female	Male	% Female	% Male
A	3 (1)	2 (1)	60.0 (50.0)	40.0 (50.0)
B	12 (11)	7 (6)	63.2 (64.7)	36.8 (35.3)
C	99 (89)	61 (64)	61.9 (58.2)	38.1 (41.8)
D	103 (89)	65 (56)	61.3 (61.4)	38.7 (38.6)
E	49 (51)	55 (49)	47.1 (51.0)	52.9 (49.0)
F	11 (11)	15 (13)	42.3 (45.8)	57.7 (54.2)
G	10 (9)	4 (4)	71.4 (69.2)	28.6 (30.8)
H - J	3 (3)	3 (3)	50.0 (50.0)	50.0 (50.0)
Total	290 (264)	212 (196)	57.8 (57.4)	42.2 (42.6)

Special Constabulary

Rank	Female	Male	% Female	% Male
Constable	15 (18)	42 (39)	26.3 (31.6)	73.7 (68.4)
Sergeant	1 (1)	9 (9)	10.0 (10.0)	90.0 (90.0)
Inspector	1 (1)	5 (5)	16.7 (16.7)	83.3 (83.3)
Chief Inspector	0 (0)	1 (2)	0.0 (0.0)	100.0 (100.0)
Superintendent	0 (0)	4 (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	17 (20)	63 (61)	21.3 (24.7)	78.8 (75.3)

Maternity and Pregnancy

During the period 1 January 2020 – 31 December 2020, 11 Officers and 12 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.

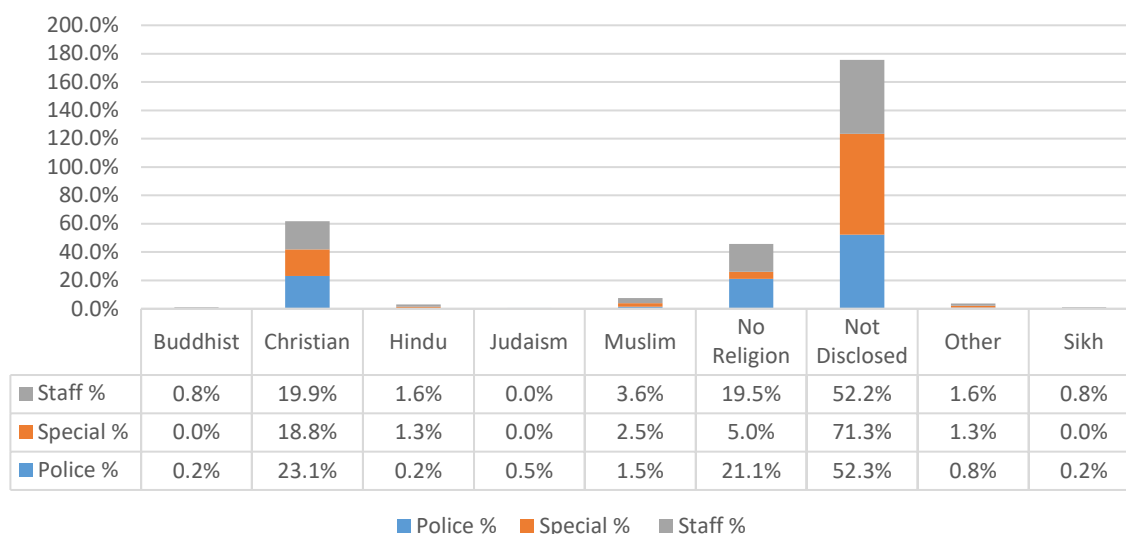
Religion and Belief

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 tables below show the religion and beliefs of the workforce headcount as of 31 December 2020 (31 December 2019).

Religion	Officers	Staff	Special Constabulary
Christian	199 (188)	100 (85)	15 (16)
Muslim	13 (11)	18 (16)	2 (2)
Hindu	2 (2)	8 (5)	1 (1)
Sikh	2 (1)	4 (2)	0 (0)
Judaism	4 (2)	0 (0)	0 (0)
Buddhist	2 (1)	4 (3)	0 (0)
No Religion	182 (134)	98 (69)	4 (6)
Other	7 (7)	8 (6)	1 (0)
Not stated	450 (413)	262 (274)	57 (56)

Religion and Belief by Employee Type (31 December 2020)



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; however, 58.2% of HR records have blank sexual orientation data.

Police Officers

Year	Bisexual	Gay/ Lesbian	Heterosexual/ Straight	Prefer to Self Describe	Prefer Not to Say	Not Disclosed
2019 (%)	0.2	0.7	26.5	0.0	13.9	58.5
2020 (%)	0.6	1.6	33.8	0.1	11.0	52.8

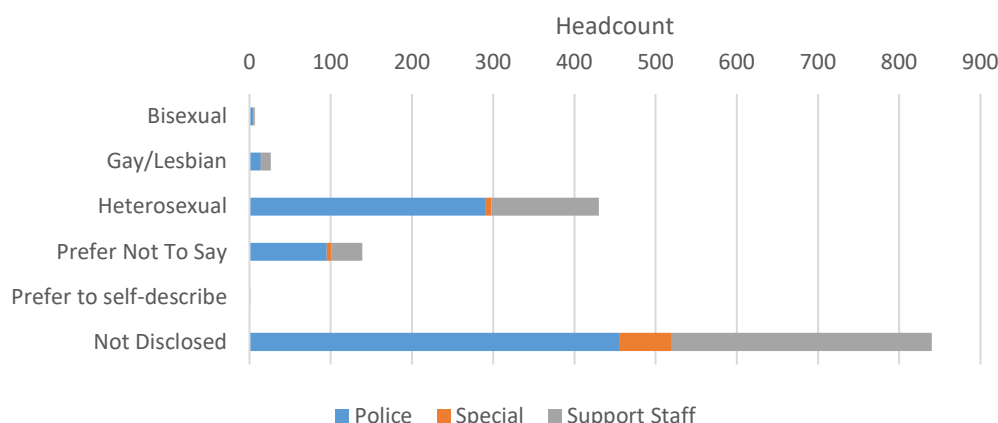
Police Staff

Year	Bisexual	Gay/ Lesbian	Heterosexual/ Straight	Prefer to Self Describe	Prefer Not to Say	Not Disclosed
2019 (%)	0.0	0.2	15.2	0.0	8.0	76.5
2020 (%)	0.2	2.2	26.3	0.0	7.6	63.7

Special Constabulary

Year	Bisexual	Gay/ Lesbian	Heterosexual/ Straight	Prefer to Self Describe	Prefer Not to Say	Not Disclosed
2019 (%)	1.2	1.2	8.6	0.0	7.4	81.5
2020 (%)	1.3	1.3	8.8	0.0	7.5	81.3

Sexual Orientation by Employee Type (31 December 2020)

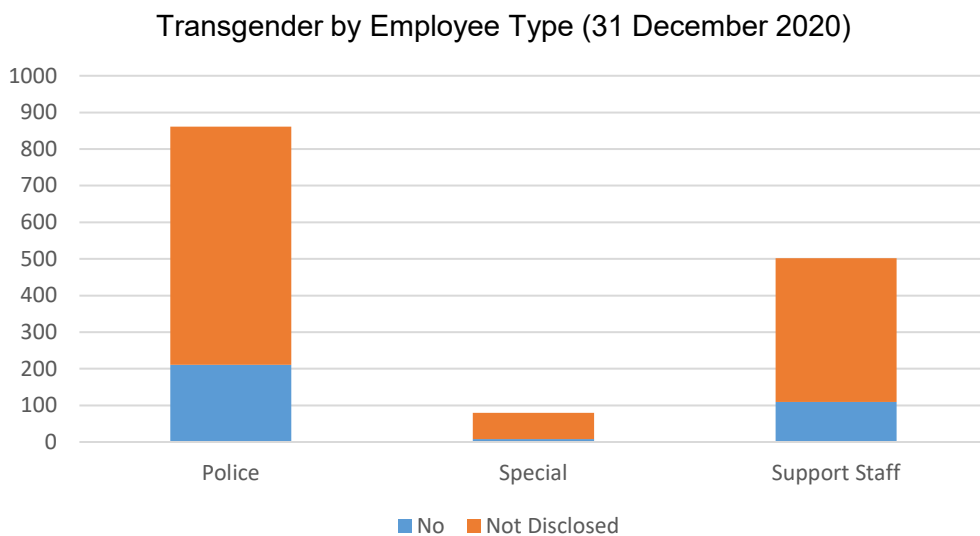


Transgender

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.

FORCE has started to collate transgender information from September 2020 onwards, and therefore statistics before 2020 are not available.

Employee Type	Yes (%)	No (%)	Not Disclosed (%)
Police Officers	0.0	24.5	75.5
Police Staff	0.0	10.0	90.0
Special Constabulary	0.0	21.7	78.3



CITY OF LONDON POLICE: OFFICIAL - RECIPIENT ONLY

Recruitment

This section looks at the protected characteristics of those joining the organisation during the 12-month period to 31 December 2020. According to the data, 281 Officers, Staff and Specials joined Force during this period.

Vacancies are usually advertised both internally and externally. Candidates are interviewed against the Competency Values Framework (CVF) and apply through an online recruitment system

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.

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.

The tables below show new starters information, both headcount and percentages, for 2020.

Gender	Female		Male	
	No.	%	No.	%
Officers	47	25.1	140	74.9
Staff	44	51.2	42	48.8
Special Constabulary	2	25.0	6	75.0

Ethnicity	Ethnic Minority		Not Disclosed		White	
	No.	%	No.	%	No.	%
Officers	18	9.6	1	0.5	168	89.8
Staff	26	30.2	1	1.2	59	68.6
Special Constabulary	1	12.5	0	0.0	7	87.5

Disability	Yes		No		Not Disclosed	
	No.	%	No.	%	No.	%
Officers	0	0.0	0	0.0	187	100.0
Staff	2	2.3	10	11.6	74	86.0
Special Constabulary	1	12.5	0	0.0	7	87.5

Age	Staff		Officers		Special Constabulary	
	No.	%	No.	%	No.	%
Under 26	17	19.8	39	20.9	1	12.5
26 – 40	41	47.7	94	50.3	2	25.0
41 – 55	23	26.7	52	27.8	3	37.5
56 and over	5	5.8	2	1.1	2	25.0

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Religion	Officers (%)		Staff (%)		Special Constabulary (%)	
	No.	%	No.	%	No.	%
Christian	32	17.1	11	12.8	1	12.5
Muslim	2	1.1	2	2.3	0	0.0
Hindu	0	0.0	1	1.2	0	0.0
Sikh	1	0.5	2	2.3	0	0.0
Judaism	1	0.5	0	0.0	0	0.0
Buddhist	2	1.1	1	1.2	0	0.0
No Religion	42	22.5	16	18.6	0	0.0
Other	4	2.1	1	1.2	0	0.0
Not stated	103	55.1	52	60.5	7	87.5

Sexual Orientation	Bisexual		Gay/ Lesbian		Heterosexual/ Straight		Prefer to Self Describe		Prefer not to Say		Not Disclosed	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Officers	4	2.1	7	3.7	91	48.7	0	0.0	6	3.2	79	42.2
Staff	1	1.2	5	5.8	42	48.8	0	0.0	4	4.7	34	39.5
Special Constabulary	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	8	100.0

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 2020.

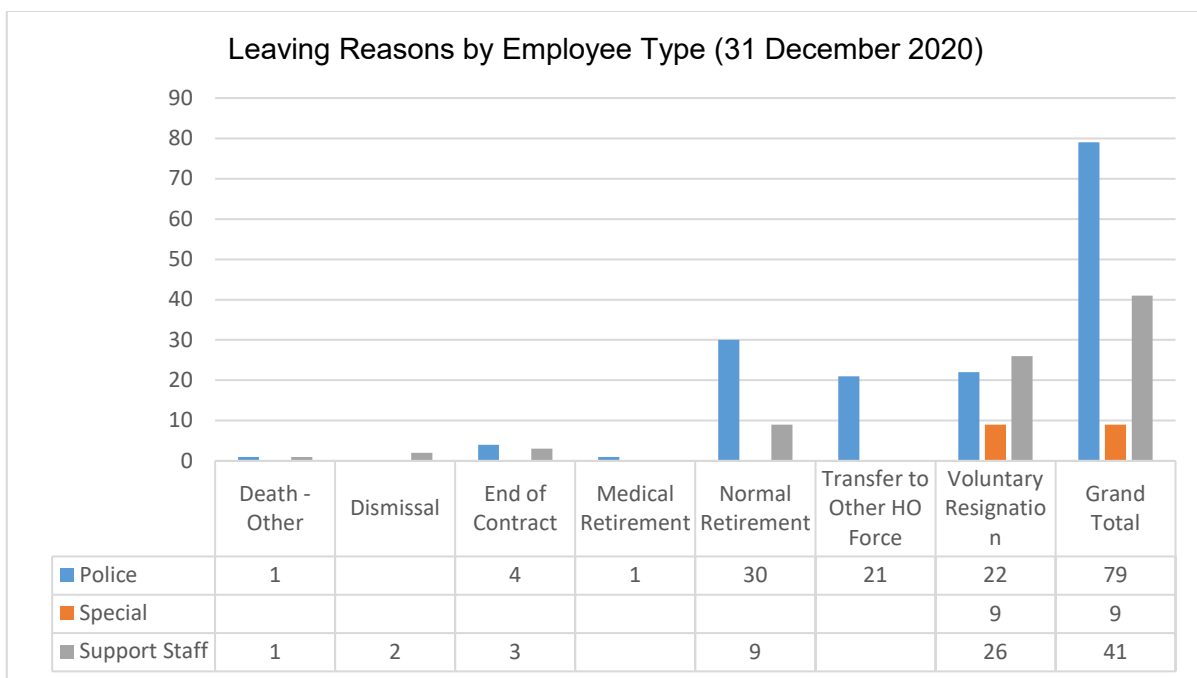
According to the data, 129 individuals left the Force from the three employee groups (79 Officers, 41 Staff and 9 Special Constabulary) during this reporting period. The tables below represent information as headcount.

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 2020.



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Reasons for Leaving - Gender

	Police Officers		Police Staff		Special Constable	
	Female	Male	Female	Male	Female	Male
Death in service	0	1	0	1	0	0
Dismissal	0	0	1	1	0	0
End of Secondment/Contract	0	4	1	2	0	0
Medical/III Health Retirement	0	1	0	0	0	0
Normal Retirement	8	22	3	6	0	0
Transfer to another Home Office force	2	19	0	0	0	0
Transfer to a non-Home Office force	0	0	0	0	0	0
Voluntary Resignation	6	16	14	12	5	4

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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
Death in service	0	0	1	0	0	1	0	0	0
Dismissal	0	0	0	1	0	1	0	0	0
End of Secondment/Contract	0	1	3	2	0	1	0	0	0
Medical/III Health Retirement	0	0	1	0	0	0	0	0	0
Normal Retirement	0	0	30	1	0	8	0	0	0
Transfer to another Home Office force	2	0	19	0	0	0	0	0	0
Transfer to a non-Home Office force	0	0	0	0	0	0	0	0	0
Voluntary Resignation	2	0	20	5	1	20	1	0	8

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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
Death in service	0	0	1	0	0	0	0	1	0	0	0	0
Dismissal	0	0	0	0	1	0	1	0	0	0	0	0
End of Secondment/Contract	0	0	4	0	0	1	1	1	0	0	0	0
Medical Retirement	0	0	1	0	0	0	0	0	0	0	0	0
Normal Retirement	0	0	22	8	0	0	1	8	0	0	0	0
Transfer to another Home Office force	0	12	9	0	0	0	0	0	0	0	0	0
Transfer to a non-Home Office force	0	0	0	0	0	0	0	0	0	0	0	0
Voluntary Resignation	2	15	5	0	2	15	5	4	2	3	3	1

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Reasons for Leaving - Disability

	Police Officers			Police Staff			Special Constable		
	Yes	No	Not Disclosed	Yes	No	Not Disclosed	Yes	No	Not Disclosed
Death in service	0	1	0	0	0	1	0	0	0
Dismissal	0	0	0	0	0	2	0	0	0
End of Secondment/Contract	0	0	4	0	0	3	0	0	0
Medical Retirement	0	1	0	0	0	0	0	0	0
Normal Retirement	3	16	11	0	6	3	0	0	0
Transfer to another Home Office force	0	5	16	0	0	0	0	0	0
Transfer to a non-Home Office force	0	0	0	0	0	0	0	0	0
Voluntary Resignation	0	5	17	0	2	24	1	0	8

Reasons for Leaving - Sexual Orientation

Police Officers

Reason for Leaving by Sexual Orientation	Bisexual	Gay/ Lesbian	Heterosexual/ Straight	Prefer to Self Describe	Prefer not to Say	Not Disclosed
Death in service	0	0	0	0	1	0
Dismissal	0	0	0	0	0	0
End of Secondment/Contract	0	0	0	0	0	4
Medical Retirement	0	0	1	0	0	0
Normal Retirement	0	1	9	0	10	10
Transfer to another Home Office force	0	0	4	0	1	16
Transfer to a non-Home Office force	0	0	0	0	0	0
Voluntary Resignation	0	0	7	0	2	13

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Police Staff

Reason for Leaving by Sexual Orientation	Bisexual	Gay/ Lesbian	Heterosexual/ Straight	Prefer to Self Describe	Prefer not to Say	Not Disclosed
Death in service	0	0	0	0	0	1
Dismissal	0	0	0	0	0	2
End of Secondment/Contract	0	0	0	0	0	3
Medical Retirement	0	0	0	0	0	0
Normal Retirement	0	0	5	0	1	3
Transfer to another Home Office force	0	0	0	0	0	0
Transfer to a non-Home Office force	0	0	0	0	0	0
Voluntary Resignation	0	0	5	0	0	21

Special Constabulary

Reason for Leaving by Sexual Orientation	Bisexual	Gay/ Lesbian	Heterosexual/ Straight	Prefer to Self Describe	Prefer not to Say	Not Disclosed
Death in service	0	0	0	0	0	0
Dismissal	0	0	0	0	0	0
End of Secondment/Contract	0	0	0	0	0	0
Medical Retirement	0	0	0	0	0	0
Normal Retirement	0	0	0	0	0	0
Transfer to another Home Office force	0	0	0	0	0	0
Transfer to a non-Home Office force	0	0	0	0	0	0
Voluntary Resignation	0	0	0	0	0	9

Gender Pay Gap Data

The Gender Pay Gap data below is from 2019. Once the 2020 data becomes available in April, this report will be updated.

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, 75.8% of our officers are male and 24.2% 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 2019			
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)	22%	78%	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)	40%	60%	100%

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Proportion of women and men in the <u>lower middle quartile</u> (paid above the 25th percentile point and at or below the median)	10%	90%	100%
Proportion of women and men in the <u>lower quartile</u> (paid below the 25th percentile point)	21%	79%	100%
Bonus pay	Bonus Gender Pay Gap - the difference men's bonus and women's bonus as a % of men's bonus		
Mean bonus	-16.7%		
Median bonus	0%		
Bonuses paid	Women	Men	
Who received bonus pay	1.17%	2.3%	