

## Tackling Racism Taskforce

*A public summary of the Tackling Racism Taskforce's meeting held on 13 November 2020.*

The Tackling Racism Taskforce held its tenth meeting on 13 November 2020 with a focus on **police**.

The Tackling Racism Taskforce considered a report of the Commissioner of the City of London Police (CoLP) regarding work of the CoLP in relation to equality and diversity. This included:

- An invitation for all BAME employees to express their experiences of racial injustice with the Assistant Commissioner directly.
- Diversity considerations had been included in annual appraisals
- Development of HR systems to allow for diversity characteristics to be inputted and staff being actively encouraged to provide data
- The introduction of an Ally Scheme
- Members of the Independent Advisory Scrutiny Group had been invited to sit in on interview boards to address perception of unfairness in interviewing process
- A workshop had been facilitated to review the exit process including exit interviews and later contact with former officers
- Creation of Champion Leads for areas that were not previously addressed and consultation with colleagues to find appropriate individuals for such positions
- Introduction of mandatory unconscious bias training
- Consideration of role modelling in senior positions
- Offer of further support to staff networks, including meetings with himself and the Assistant Commissioner to identify valuable ways to support
- Engagement with wider forces including the British Transport Police and Metropolitan Police and consideration of creating a cross-force advisory committee.

Members of the Taskforce then raised several questions to the Commander. This included reference to the fact that the Metropolitan Police (Met) had recently announced that they were aiming to recruit 40% police officers from BAME backgrounds by 2022 and whether the City of London Police would be taking forward a similar initiative. The Commander committed to look closely at the Met's announcement and would look to ensure that the City of London Police targets reflected the ethnicity of the population. Members also asked for more detail on the cross partnership working between the CoLP, the Met and the British Transport Police (BTP) in this area.

The Taskforce also discussed how it would be important for the Police Authority Board to have a specific diversity and inclusion objective that could be audited in the long term. The Taskforce were keen to ensure that the Diversity and Inclusion officers at the City Corporation and the CoLP were coordinated in their work.

The Taskforce also encouraged the CoLP to continue its engagement with local communities, the family of schools and businesses in the Square Mile.

Members were given a short update on the media interventions recently undertaken around the activities of the Taskforce and were reminded of the looming deadline of the [Consultative Exercise on Historic Items](#), which will close on 24 November 2020.

*For any enquiries to the Tackling Racism Taskforce, please contact [emma.cunnington@cityoflondon.gov.uk](mailto:emma.cunnington@cityoflondon.gov.uk)*