



BME PROGRESSION UPDATE REPORT

I wanted to update you in relation to the Black & Minority Ethnic (BME) progression meetings with BME Chief Inspectors held on 25th September. This was the start of a program designed to provide support for the development and progression of BME officers and I want to cascade this information down to Police Constable Level (PC).

This is a significant task and I am keen to see it embedded at the Chief Inspector level to prove it works and to develop the mentors required to further develop Inspectors, then cascade down to sergeants and PC.

I am doing this with the support of the promoting difference team, but I am aware that there is a lot of work to do and this will take a little time to get going. I see this as a key piece of work that supports the MPS objective of increasing representation throughout the service and is aligned to the Mets target of recruiting 2,000 officers from BME backgrounds over the next three years.

The Commissioner was invited to attend the meeting to address the group in relation to the lack of progression of BME officers and to determine what he and management board could do that would actually make an impact. There was an informed discussion and the Commissioners asked for suggestions as to what we could do that would have a positive impact in relation to better representation.

Members of the group have been invited along to meet with his Senior Management Team, plus Robin Wilkinson (Director of Human Resource) to discuss what initiatives could be undertaken to address this under representation. This was an unexpected offer and I am working with the BME Chief Inspectors, Denise Milani (Director of Diversity and Citizen Focus Directorate) and others to develop these ideas.

We have undertaken a review of previous activity in the organisation which has revealed issues which I am sure you are all aware of.

Clear Leadership

Explaining why we need a representative workforce and how we will get there, leaders, at all levels, must show an active commitment to the representative workforce agenda; taking an inclusive approach to career development rather than focus on those who look like them.

Clear accountability and monitoring (e.g. via crime fighters and performance dashboards) to ensure senior leaders know who they have in their commands from under represented groups and what is being done to support their career development

One clear owner of the progression and retention issue and all relevant program and interventions as well as an active champion at Management Board (MB) level.

Ensuring leaders have the right skills to manage a diverse workforce (e.g. unconscious bias awareness). There must be no gap between what we say and what we actually do. There is a strong commitment from the Association of Chief Police Officers (ACPO) on developing mentoring for BME officers and staff.

Employee voice

Effective consultation and engagement with BME officers and staff, for example, in the development schemes, mentoring, etc. in design and all other stages. To undertake regular staff surveys or focus groups to monitor experience and perceptions of BME officers and staff.

Culture

BME officers and staff often complain of disproportionate impact of our processes whether through Stop and Search, Discipline and Misconduct, Fairness at Work (FAW), Performance Development Review (PDR) ratings. Whilst many may think that nothing will change, I feel that there is now real pressure for something to be done. This may be linked to the continuing reports of discrimination within the Metropolitan Police Service (MPS).

The actions we are progressing will address some of the current issues of concern, but we will have to prioritise which areas we address first. It is hoped however that the MPS will incorporate these issues into the professionalism work currently being undertaken as each of these issues has an impact on BME progression and retention.

I am also aware that the new College of Policing, has been commissioned by Association of Chief Police Officers, Association of Police and Crime Commissioners (PCCs), Home office and Her Majesty's Inspectorate of Constabulary for England and Wales (HMIC) to develop a program of work to deliver increased representation of BME staff at the highest levels of policing (both officers and staff).

I will keep you updated re developments, but please feel free to contribute to the debate.

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30/9/2013