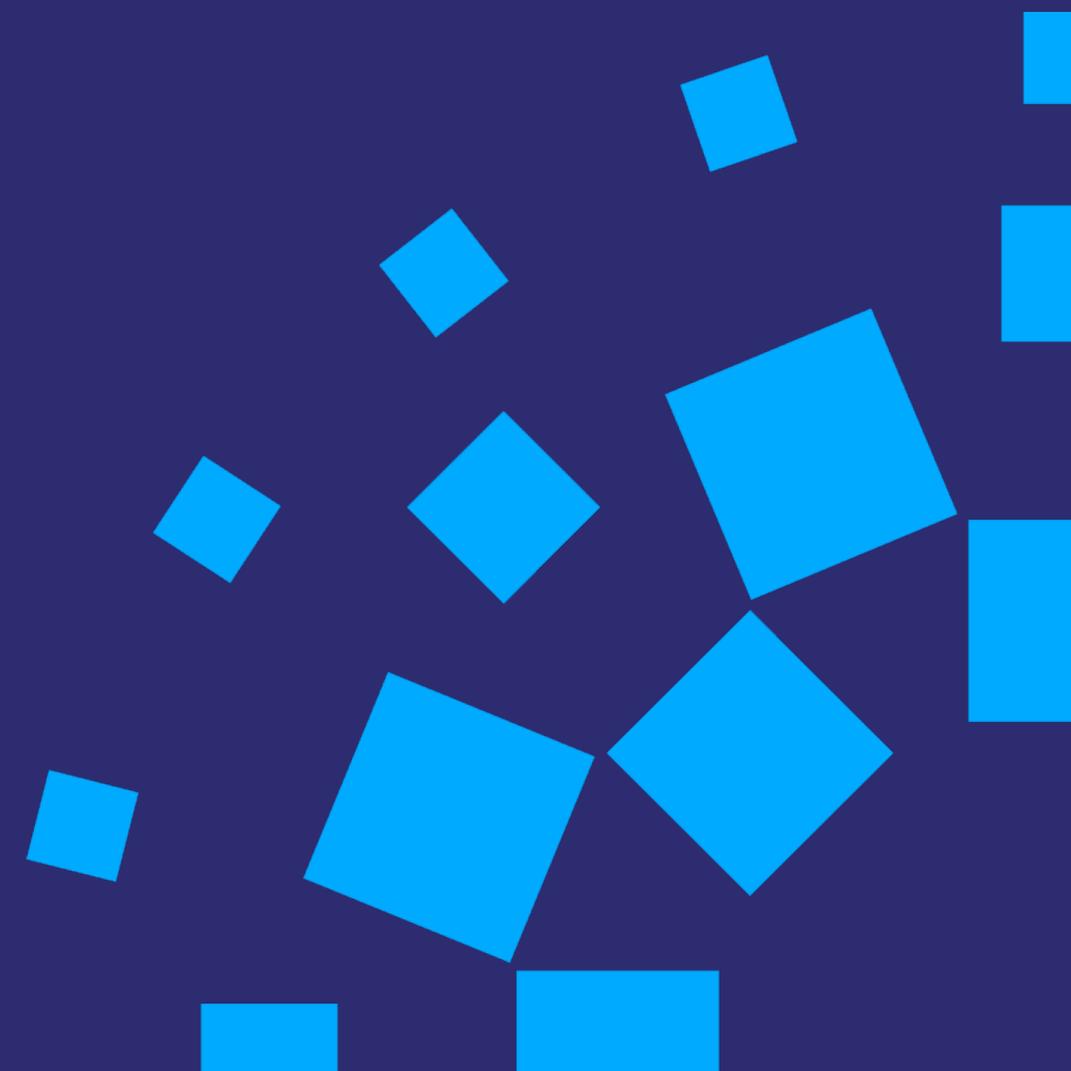




College of
Policing

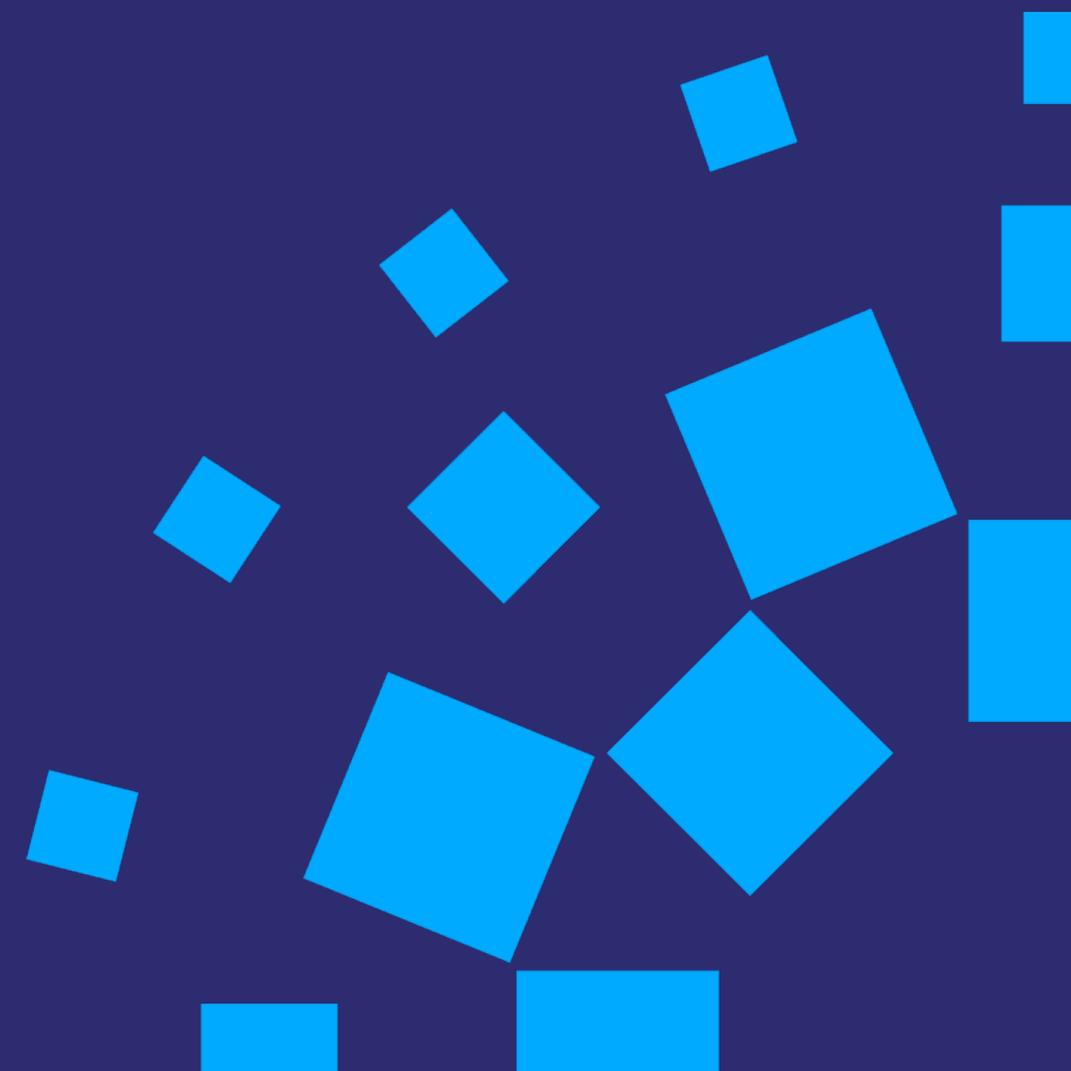
Working together
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Public Sector Equality Duty (PSED)



PSED

Update on progress against objectives 2019/20



Equality objective 1 – Improve data quality and regular monitoring

- We completed a diversity data exercise to refresh data that we hold for all staff, regardless of length of time in post. We have seen an increase in engagement for sexuality and religion.
- We still have a number of ‘prefer not to say’ and ‘unknown’ responses across some categories, particularly disability and ethnicity.
- We have a new exit process, with all leavers taking part in an exit interview with their HR business partner.
- We developed a new template for the equality impact analysis toolkit, to be used internally in the College for our policies, products and services, as well as across policing. The toolkit has guidance to better support authors in considering the impact on staff with protected characteristics, the co-dependencies, the benefits and monitoring.

Equality objective 2 – Pay and grading

- Our annual pay award model considers equal pay gaps and gender pay gaps, both across grades and between male and female staff. The figures are checked pre- and post-award to ensure that the pay award does not increase or create any gaps.
- Our model shows that the largest equal pay gap we have at each grade is (less than) 5%. As a general rule, differences of more than 5% should be further investigated.
- The implementation of the 2018/19 pay award resulted in the College's mean gender pay gap being 10.6% in March 2019. The College's median gender pay gap was 13.4% in 2019.
- We believe that the decrease in the gaps is largely due to staffing changes within the College and the recruitment of a larger number of women into higher grades. The application of the 2018 pay award, which targeted those in the lower quartiles of the pay range, will have also contributed to the decrease.

Equality objective 3 – Offer targeted development opportunities for under-represented groups

- We now have eight staff networks in place, with executive sponsors. One quarter of our staff are now in a network. The Diverse Ethnic Action Network (DEAN) and LGBT+ network are affiliated to the national policing counterparts, the National Black Police Association and National Police LGBT+ Network. Our Women's Network has recently joined the British Association for Women in Policing (BAWP).
- The Positive Action Pathway programme was open to College staff last year, with applicants starting towards the end of 2019.
- We also have a network of mental health first aiders, who host regular tea and talk sessions and events. There are noticeboards with supporting information at College sites, which enable first aiders to keep in touch, share experiences and information with colleagues.
- Our continuous professional development (CPD) fortnight this year was largely held remotely over Skype, allowing greater participation for staff.

Other activities

- For this reporting year, we have included comparison data about our senior managers in the tables.
- We have achieved Disability Confident status level one. This will be reflected on our website and on all materials as a part of the rebranding we are undergoing.
- We are working to promote and support a more diverse workforce. Our Business Administration and HR teams have arranged disability awareness and Asperger's syndrome training, respectively. This has helped to further knowledge so staff have a more practical understanding, which will be used in the workplace.
- A new Workplace Adjustment Passport has been launched with feedback and support from the networks. This enables staff to set out any adjustments they need in the workplace, to help manage work and any medical conditions or caring responsibilities.