

Shalom and Welcome שלום!



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Israel Forum for Diversity Hiring :
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**METROPOLITAN
POLICE**

TOTAL POLICING



The MPS & Whole Systems Diversity:-

From our **H**EARTS,
Using our **H**EADS,
Employing our **H**ANDS

Moving towards a **H**ealthier
Corporate Body.



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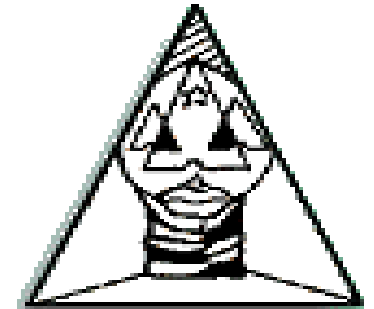


Values of the Heart

Mother, Sister, Daughter, Teacher, Boss, Friend



- Nguzo Saba
- Umoja – Unity
- Ujamaa – Co-operative Economics
- Kujichagulia – Self-definition
- Ujima – Collective Responsibility
- Nia – Purpose
- Kuumba – Creativity
- Imani – Faith



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Values of the Heart

“Until the philosophy which holds
one race superior
And another inferior
is finally
And permanently, discredited and
abandoned”

“Until the colour of a man's skin is of
no more significance than the colour
of his eyes.”

“Every where is war – me say war.”



War Lyrics



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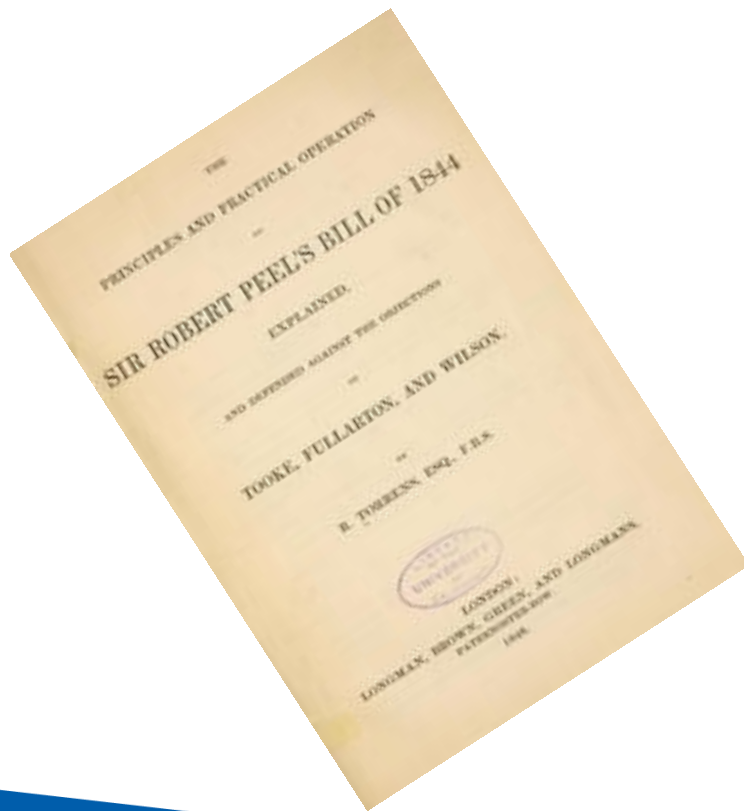
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Values from the Heart

Sir Robert Peel's Nine Principles

5 Feb 1788 - 2 July 1850



2. Police must secure the willing co-operation of the public in voluntary observance of the law to be able to secure and maintain the respect of the public.
3. The ability of the police to perform their duties is dependent upon public approval of police actions.
7. Police, at all times, should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police.....



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Values
of the
Heart

The Organisation we, the public Love Often Good



Olympic & Paralympic Games - Policing London in 2012



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Using our **H**eads to win **H**earts and **M**inds!

Diversity and Equality in the MPS – not just a nice to do but a strategic business driver

1. The MPS exists to ensure it provides an excellent policing service to **every** member of the public who **works, lives** and **plays** in London
2. London's public is diverse
 - **Most** of the World's religions with a population of more than 10K
 - **300** languages
 - **50** non-indigenous communities
 - **Over a million** disabled people
 - **Large** Lesbian Gay Bisexual & Transgender community
3. But the MPS **stats, stories** and **levels of complaints** tell us not all of those we serve receive an equitable level of service and these



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Values of the Heart

Sometimes poor

2000

London: 7/7

'Yates of the'

Dam

2006: Peter Woodhams

2007:

officers required to resign'

2008:

office

'Forest Gate

Rhy

May

May 2008:
'Top barrister
shot dead by
police'

Stephen Lawrence

2006:
Banaz
Mahmood

Inquiry after
police 'failed'
victim of
honour
killing

August

April 2008:
'Teenager charged'

stabulary
SW1H 9AT

Deepcut

Police 'Guilty'

8

Consequences of not making use of our **Heads**

- **INEFFECTIVE USE OF PUBLIC FUNDS.**
- **TRAGIC CIRCUMSTANCES – LOSS OF LIFE.**
- **LOSS OF RESPECT OF THE PUBLIC.**
- **IMPACT ON REPUTATION**

Institutional Racism (McPherson)

"The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racial stereotyping."

- **MORALE OF STAFF**
- **IMPACT ON RECRUITING THE BEST**
- **FAILURE TO ACHIEVE OUR STATED AIMS**

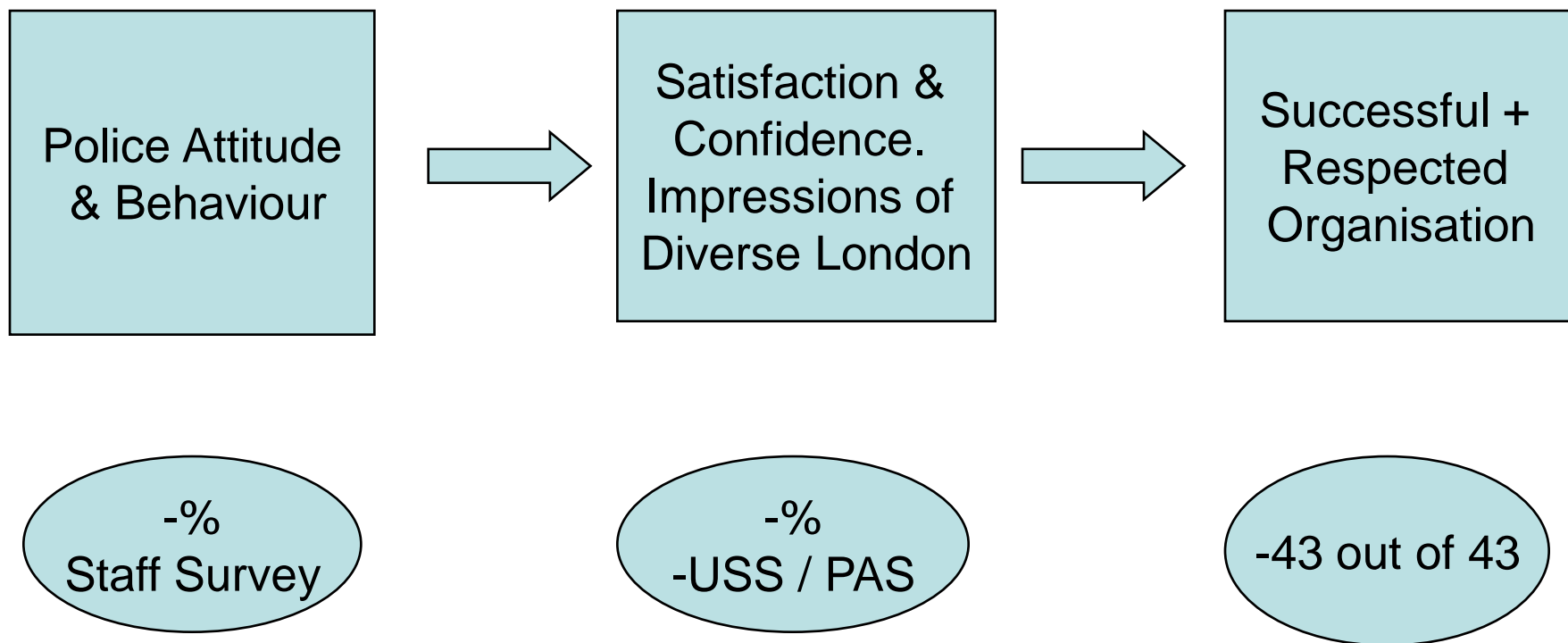


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Using our **H**eads



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Building with our **H**ands

Diversity Management Framework

- ✓ **Management Obsession** – Efficiency, Effectiveness, (E)quality
- ✓ **Vision & Leadership** – Strategic Commitment & Accountability of Management Board.
- ✓ **Structure** – Diversity Executive Board : Unit Level Boards
- ✓ **Cultural Audits & Surveys** – Listening to staff and communities
- ✓ **Performance & Impact Monitoring** – Equality and Community Impact Assessments.
- ✓ **Communication** – Intranet, Advertising, "Diversity Spaces" Engaging with Communities
- ✓ **Education & Training** – Developmental, Attitudinal and Skills
- ✓ **Scrutiny** – Mayor's Office for Policing and Crime



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A helping Hand

Time Line

	1994	- Stephen Lawrence
		- Disability Discrimination Act 1995
	1997	- Macpherson Inquiry
Human Rights Act 1998 -		
	2000	- MPS, Diversity Directorate
Employment Act 2002 -		-SAMURAI formed for Staff Associations
Employment Equality Regulations		
2003-	2003	-Employment Equality (Sex
Employment Equality (Sex		Orientation) Regulation 2003
Discrimination) Regulations & Disability		-7/7 Bombings
Discrimination Act 2005 –	2006	
Pilkington case 2007 –		-MPS Equalities Scheme 2006-2010
D & E Strategy 2009 –	2009	-LGBT Strategy Group
		-Transgender toolkits
Equality Act 2010 –	2011	
		-Diversity Board
Diversity Excellence Awards –		-Performance Framework
Diversity Health Check –	Today	-Equality Objectives

Equality / Diversity / Professionalism / Cultural Change / Service Improvement



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Strategy – Hands on approach to change and improvement

- Strategy – Four Pillars:



1. Fair & Responsive Services
2. Enhancing Community Engagement
3. Workforce and Working Culture
4. Good Governance and Performance Management



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Hands on Approach

Fair and Responsive Services



- ✓ All communities and individuals are more confident that the police:
 - would treat them fairly and with respect
 - are helpful, friendly, understanding and approachable.
- ✓ Satisfaction levels in the services we provide are increased.
- ✓ Any differentials in levels of satisfaction are reduced.
- ✓ Community confidence in the police is enhanced.



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Hands on Approach

THEME

Enhancing Community Engagement

AIM



OUTCOME

- ✓ All communities are more confidence that the police:
 - are listening to their concerns
 - understand the issues that affect them
 - are dealing with their concerns.
- ✓ Staff are more confident that:
 - they are consulted on decisions that affect them
 - they are kept informed.



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Hands on Approach

THEME

Workforce and Working Culture

AIM



OUTCOME

- ✓ A workforce that is more representative and understanding of the people we serve at all levels and across specialisms.
- ✓ Staff are more likely to feel that they are:
 - treated fairly and with respect
 - staff satisfaction is increased.



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Hands on Approach

THEME

Good Governance and Performance Management

AIM



OUTCOME

- ✓ The MPS will have made demonstrable improvement in diversity and equality performance, as assessed through the Equality Standard for the Police Service and other mechanisms.



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Diversity observations for a Healthy Organisation

- ✓ 2012 and beyond, successful organisations can articulate and demonstrate that their investment in diversity is a **long term process** with far reaching implications for their employees, processes, systems, branding and ultimately their clients/customers
- ✓ What matters always gets **measured**.
- ✓ In a global world, building on the principles of diversity is the only way to achieve **organisational success**.
- Ongoing need to recognise and manage an individuals or organisation's **resistance to change**.
- Knowing and understanding the **cost** of processes and resources = management : knowing the **value** of systems and relationships = business/ operational excellence.



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How far have we come?



...depends on your point of view



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Whether you saw a policeman chasing a criminal or a policeman harassing an innocent person?

It's two police officers, one in plain clothes chasing a third party.

"With Diversity, things can only get better".

תודה רבה - Todah Raba



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