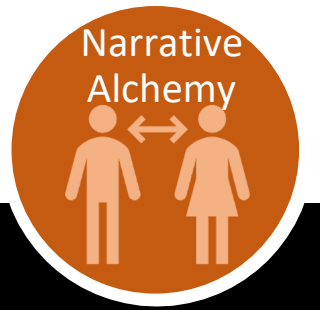


# Our People - Inclusivity Programme modules - Oct-Dec 2023



**Interactive Workshop focusing on sexism, misogyny & violence**

4<sup>th</sup> Dec – 2 sessions

In person event

25 attendees

9 staff /16 officers

15 female/10 male

Further sessions to be delivered in Feb 2024

**Focus on... 'BE LADS' campaign with Poppy Murray**

30<sup>th</sup> Nov – 1 session

Virtual event

100 attendees

Further session due early 2024 focusing on the Jewish Community

**Gaining the tools and confidence to call out and challenge inappropriate comments and behaviour**

14<sup>th</sup> Dec – 1 session

In person Event

9 attendees

Further sessions to be delivered in January 2024

**Challenging scenarios to discuss and debate**

15<sup>th</sup> & 17<sup>th</sup> Dec – 2 sessions

In person Event

Further sessions to be delivered in 2024

**Raising awareness & understanding within communities**

6 participants

On going modules that can be undertaken throughout the year

**An insight into young Black people's experiences with police**

26<sup>h</sup> Oct

In person event

36 attendees

Part of new student officer programme

**CoLP Race Action Plan Launch – 20<sup>th</sup> November 2023**  
In person event – 150 attendees

# Narrative Alchemy



**Feedback return 48%**

**100% stated they would recommend this module to others**

## **Positives**

Interactive session on an interesting subject  
Different approach to training makes it more engaging  
Delivery from skilled external partners makes a refreshing change  
Informal, casual style of learning and environment  
Maturity and mutual respect from all involved

## **Core Learning Quotes**

"I am not alone in my experiences."  
"The actual meaning of sexism."  
"The impact on victims when this is not challenged."  
"Technique of retelling the stories of others."  
"Importance of other perspectives."

## **Other comments**

Continue this style of learning with different topics  
Make the sessions longer  
More role plays



## **Steps taken following feedback**

Future sessions arranged for 8<sup>th</sup> February 2024

Increased these from 2 sessions to 3 with an increase in length from 1hr 15mins – 1hrs 45 mins

Feedback debriefed with delivery company and changes made to ensure scripted actor roles are more role play based then individual scenarios

# Focus on



## **BE LADs with Poppy Murray**

Sept session – 143 attendees

Nov session - 80 attendees

12% feedback return with 100% recommending others attend

## **Core Learning Quotes**

“I am conscious as a man of the impact factors that may have caused women anxiety in certain circumstances.”

“We should all be aware of how we might be perceived to others in all types of environments.”

“The level-headed, non-demonising approach, helping all to understand and empathise.”

“I have shared this with my 19year old Daughter for personal safety and probably that I may have more awareness as a father already.”



## **Find your why: a journey from diversity to belonging, by Asif Sadiq Chief of Global Diversity, Equity and Inclusion at Warner Bros**

Sept event - 112 attendees

22% feedback return with 100% recommending to others

## **Main Learning Quotes**

“Value to the position of officer and inspirational to see where it can lead.”

“Importance of believing in your worth and using your life experiences.”

“Relatable to officers and staff as his journey started as an officer in CoLP.”

## **Future sessions arranged for Jan 24**

In person & virtual sessions delivered by Community Security Trust (CST), a charity that protects British Jews from antisemitism and related threats.

Aimed to promote good relations between the Jewish Community and police, providing officers practical tips and tools to effectively combat bias, antisemitism and understand the impacts of these behaviours.

BE LADs – Future session confirmed for March 24

# Active Bystander



**Feedback return 89%**

**100% stated they would recommend this module to others**

## **Positives**

Use of scientific studies  
Group interaction and discussions  
Good quality delivery and trainers  
Encouraged attendee participation

## **Core Learning Quotes**

"The effectiveness of learning to deal with matters directly and timely."

"Importance of early intervention on potentially inappropriate behaviour/comments."

"How I can make a change within the work force."

"Various options for challenging behaviour. Needn't be there and then (when appropriate)."

"How to spot the early signs of bad behaviour."

## **Other comments**

It may be helpful to have a practical element to the training to demonstrate the skills we were taught.

Make this mandatory for all.

## **Steps taken following feedback**

Future sessions arranged for January, February & March 2024

Feedback has been debriefed and delivery style varied accordingly



# Ethical Dilemmas



**Feedback rate 17%**

**100% would recommend to others**

## **Positives**

Group working and discussion  
Time out to reflect on personal decision making  
Variety of attendees made this more interesting

## **Core Learning Quotes**

"Importance of looking at other perspectives when making decisions and communicating rationale."  
"Make less assumptions when dealing with staff issues."  
"Tools to use when faced with complex situations."

## **Other comments**

Delivery style and content, aimed at the right level  
An ice breaker could help at the beginning of the sessions to make attendees more comfortable



## **Steps taken following feedback**

Future sessions arranged for February 2024

Feedback has been debriefed and slight changes may be made to future sessions such as adding an ice breaker and increasing group discussion

# Community Initiative



**This module focuses on the community and encourages officer and staff to be creative and take opportunity to become involved in different communities and feed back into their line management as to what they chose to do, why they chose to do it and share their learning and experience.**

**We have had 6 people choose to take part in this module and have seen a variety of community engagement, predominantly with the younger generations.**

**Below is a summary of activities that took place;**

- **Careers talk at a school for autistic people**
- **Pre-school talk to children on how and when to call 999**
- **Police input to the air cadets**
- **Year 8 careers talk**
- **Fraud/cyber-crime input to children with learning difficulties**



**Steps taken following feedback**

We plan to continue to offer this as a module choice and to encourage participation and share learning, we may share staff experiences via internal communications.

# Mentivity



**26<sup>th</sup> Oct 23 – 35 attendees**

## **Core Learning Quotes**

- “I actively encourage everyone to do this training. The input is really interesting and not what you think it will be. This was the most impactful and useful diversity training I have ever received.”
- “I would highly recommend this session. Opened up healthy discussions around race in policing and gave a lot of insight on people's experiences that would otherwise be difficult to speak about.”
- “I have first-hand policing experience from front line London Boroughs so approached this with a high degree of scepticism. However, I am very pleased to say that I found it both enlightening and challenging to my own held views. This is a very good thing to attend, and I recommend it to all Officers intending to have a long-term career in policing.”



**Steps taken following feedback**

Future sessions arranged for 2024

These sessions are also part of the new student officer induction programme

# PRAP Launch



**Feedback return 35%**

**100% stated they would recommend this module to others**

## **Positives**

Subject matter experts added value

Interesting and thought-provoking talks

Commitment to the race plan evident through visible senior leadership present

Well organised event, approachable team

Different from past events, more authentic and believable

## **Core Learning Quotes**

"Venue was not overly accessible."

"The event could have been longer."

"Teddy Burton's talk was interesting but too long and detailed for this event."

## **Other comments**

Positive to see a variety of people attend the event

Nice venue and welcoming team

Enjoyed the time to network



## **Steps taken following feedback**

Dr Angela Herbert, as a critical friend is helping to shape internal plan into action through a coaching and advising capacity.

Virtual recording of event can be viewed via the intranet and is mandatory for all.

Priority areas have been identified and further prioritised to ensure effective delivery.