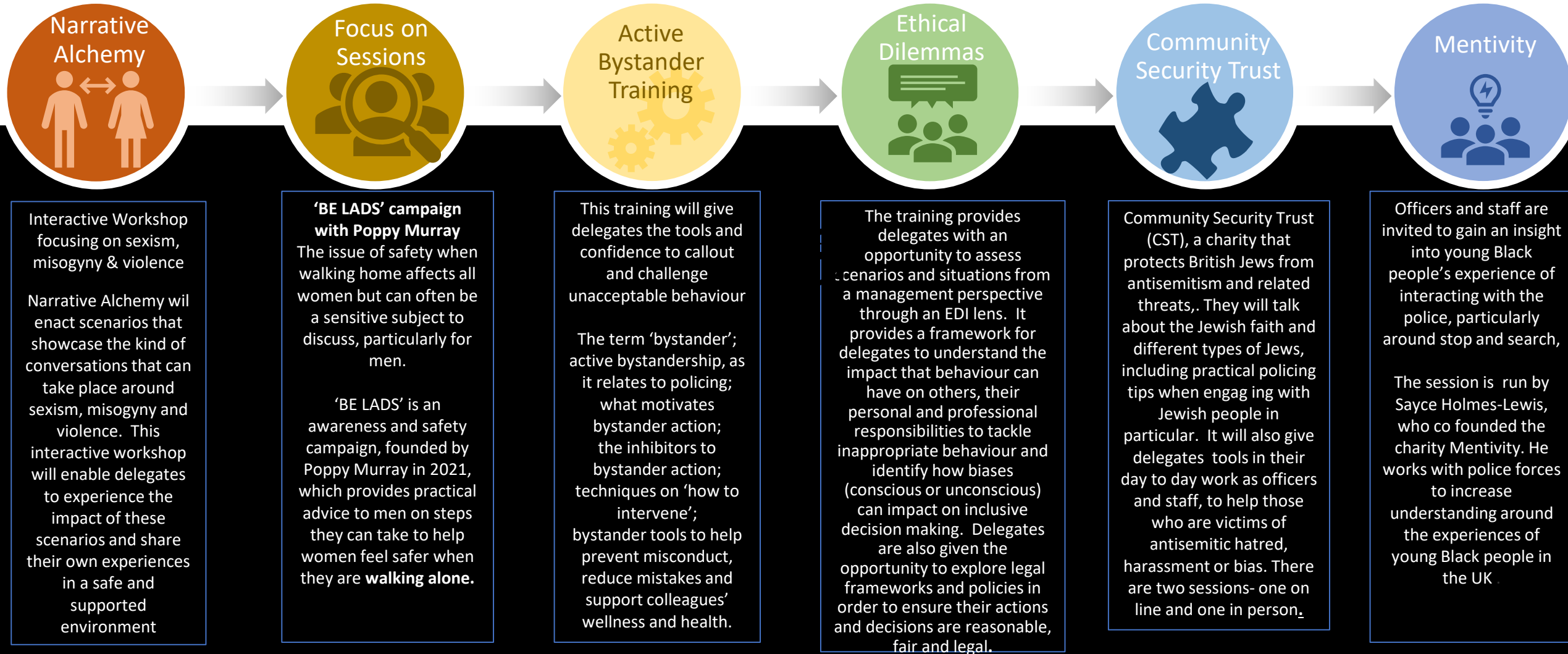
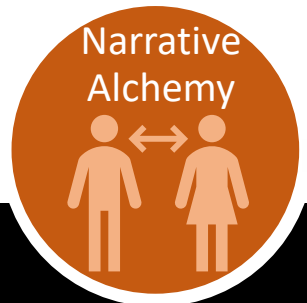


Our People - Inclusivity Programme modules – Jan – March 2024



Our People - Inclusivity Programme modules – Jan – March 2024



Narrative Alchemy

Interactive Workshop focusing on sexism, misogyny & violence

In person event

8th Feb - 2 sessions

44 attendees
16 staff /28 officers
25 female/ 19 male

No planned sessions, other events planned to follow EDI Strategy launch

Focus on Sessions

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

Virtual event

7th March

240 attendees
32 female/207 male

Focus On sessions on a variety of subjects will be run during 2024/5

Active Bystander Training

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

In person Event
Jan- March

5 – Response Teams
8 - Force Wide
1 - Student Cohort

237 attendees
195 Officers/42 staff
46 female/191 male

Further sessions booked to be delivered in 2024

Ethical Dilemmas

Challenging scenarios to discuss and debate

In person event

27th Feb - 2 sessions
29th Feb – 1 session

30 attendees

Further sessions to be delivered in 2024

Women's Network Event –International Women's Day - 8th March 2024
In person event – 44 attendees

Imperial War Museum – Holocaust exhibition
In person event - 22 attendees

Community Security Trust

A charity that protects British Jews from antisemitism and related threats.

In person event
23rd Jan
Virtual event
7th February

150 attendees
52 female/78 male

We will continue to work in partnership with the CST

Mentivity

An insight into young Black people's experiences with police

In person event

7th and 28th March

30 attendees
20 Officers/10 Staff
8 female/22 male

Also part of new student officer programme

Further sessions in 2024/25

Narrative Alchemy



98% stated they would recommend this module to others

Why did you sign up?

3% PDR requirement

Reflect on behaviour and seek change

It sounded interesting and I wanted to hear new approaches to challenging situations

The approach sounded interesting.

It was an interesting subject

The approach sounded quite novel and interesting. Also as a HeForShe ally, driving changes towards gender equality, the theme was of particular interest to me.

Topic was relevant

I attended a previous session many years ago with this company and found the input very good



What did you learn?

Reflect on behaviour and how comments can be viewed from other perspectives

The usefulness of stories - I work in training.

Everyone is affected differently

Different types of sexism and the different forms of violence

Sexism can be more than just direct easily identified behaviour

I learned that men can also be subjected to sexism by women.

Usefulness of honesty and challenging pre-conceptions.

To differentiate between sexism

We have considered the feedback and would like to develop more theatrical workshops in future; nothing planned presently due to alternative priorities and time / planning involved

Focus on



BE LADs with Poppy Murray

100% stated they would recommend this module to others

Why did you sign up?

1% PDR requirement

To enhance my understanding on how to make a safer environment for women both in and out of work

Wanted to know more about what I can do to help females feel safe.

Really interested to hear about the BE LADs initiative

To be a better manager

I have always considered this a problem since I started socialising as a teenager, really good to learn about it

As I get older I am more and more aware of the possible stress and discomfort I may have been causing. I was incredibly relieved to see that Poppy had put together a relevant, comprehensive and teachable package.

What did you learn

I will definitely look at females safety as a priority and identify any unacceptable behaviour which needs to be challenged.


It cemented my views and I will continue to act in a way that does not cause, or appear to cause, any threat to other members of the community

I learnt a huge amount about the BE LADs initiative and will certainly try to follow all the suggestions to make women and girls feel safe.

Clear simple advice for me that can help men to make women feel more comfortable. This is what I can then pass onto and share with men who are my colleagues and friends.

More conscious of concerns lone females may have in certain situations. To adjust actions accordingly I will make some changes to my behaviour when I am out alone and have already passed on this on advice given to others.

Poppy kindly agreed for her final module to be recorded, so this is now available on our CityNet



We are working with BeLads to see how we can further embed approach with our partners / community, Poppy Murray has presented to our CoL Crime Prevention Association and we are exploring future options

Active Bystander



100% stated they would recommend this module to others

Why did you sign up

8% PDR requirement

Interested in what it would entail.

To improve my confidence in intervening

As a new supervisor I thought it would be useful

Always keen to understand how we can better challenging and dealing with issues.

I wanted to know more about challenging inappropriate behaviour or stepping in at right times.

Enhance my understanding.

Because I wanted to learn the best way to be an active bystander in and outside of work

The course offered subject was different to any other training i have attended

Was intrigued by the topic

What did you learn?

The effectiveness of learning to deal with matters directly and in a timely way

How important it is for early intervention on potentially inappropriate behaviour/comments

Will try to "call in" people who I think are being inappropriate, rather than "call out"

As a supervisor for Police staff in a predominantly police environment, there are options to resolving challenges

that don't need to resort immediately to PSD referral. It was refreshing to know that supervisors (and staff alike) can use common sense to address behaviours in the work place

Its an important filter to make consideration of during decision making,

Be more aware of everyone around when behaviour crosses the mark and step up to challenge

I learnt how I can intervene when colleagues or general people act or say inappropriate things

Different approaches to dealing with different situations/people.

To actively challenge and try to solve issues at low level

A lot was learned such as what to do and would implement this on day to day

Responsibilities as a supervisor



We have planned 12 more open sessions booked for 2024, which is 2 a month. We will continue to deliver it as part of the Student Officer programme.

Ethical Dilemmas



The plan regarding further roll out is:

We are running 10 more sessions for Supervisors over the next six months.

We are delivering bespoke sessions to all Senior Leadership Teams over the next few months. (we delivered a session to the Senior Leadership Forum which received positive feedback)

We are delivering a module as part of the Chief Inspector Modular programme

It will be incorporated into our future Police Leadership Programme 2024/25

We will be running Ethical Dilemma Challenge Panels in the Autumn

The updated Code of Ethics has been incorporated into all programmes



Future sessions as outlined are arranged for 2024/25

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.

100% stated they would recommend this to others

Why did you sign up?

3% PDR requirement

I was interested in learning more about current issues effecting the Jewish Community

To get a better understanding of the UK Jewish community and their challenges, especially antisemitism.

It was of interest to me with regards to my work in custody.

To get a better insight into the Jewish community, the threat to them and their perspective

To gain further understanding of the challenges faced by the Jewish community and how it relates to policing

I have lots of Jewish friends, I live 200m away from a synagogue in Woodford Green and I like to hear how the Jewish community are interacting with the police to protect themselves.

I don't really know a lot about the Jewish community so I wanted to increase my knowledge.

Under Inclusivity but also have a personal interest as a close friend was in Sderot at the time of the attacks in Israel.

My great grandparents were Jewish, I have a strong affiliation and interest.

What did you learn?

I learnt an incredible amount which I was not aware of especially the life of ultra orthodox communities and also

the commitments of CST to look after their communities and engage with the Police

The way I would treat a person of the Jewish Faith whilst in custody.

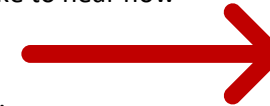
I have already referred the CST to a member of the Jewish community who has significant concerns about the rising crime and requires support

I am so impressed that CST has a national control room.

I learnt about the Jewish faith, the threats whilst going about daily life and about what is in place to support the community

I have already advised my friend of your organisation, how to distinguish between anti-Semitic behaviour.

I learnt about the Jewish community, their traditions and the religion and also about the existence of the CST and their role within the community and alongside the police



We have already worked with CST as a Force and it is around showing a balanced approach and including 'tell mama' in future for anti-muslim hate awareness (albeit not a political thing when planned, just circumstances now).

Mentivity



100% stated they would recommend this module to others

Why did you sign up

2% PDR requirement

To enhance my understanding of issues surrounding the police's relationship with ethnic minorities.

People who attended previously said it was good

I was interested in the topic from a different perspective

I was interested in the speakers experiences with the police.

From the list of "our people" training/events I chose the two that I thought would be most interesting/helpful.

To learn more about Stop & Search and how it impacts the community

Interested in the black experience with the police

What did you learn

This enhanced my learning around unconscious bias, conscious bias and racism in the public realm. I would seek to utilise this more in my role as a constable on the frontline.

I learned that I can challenge.

To be mindful that previous interactions with the police may not have been positive, but my actions can change the viewpoint

I think I will take the trainers experiences and weigh them up with my own going forward.

I learnt how the police impact on the black community and how I can adapt my approach going forward

I am honestly still thinking about the whole presentation 5 days afterwards, and seeing things a lot differently!

The impact of conscious and un-conscious bias, being mindful of how you treat others

I am black and i understand what it means to be judged even before you speak. basically don't judge

I already knew of how the police can be perceived however the world we live in still needs to change on both fronts, there needs to be joint working to make a difference. Not everyone is fortunate and remember this in my day-to-day role. Have empathy and compassion where needed but also ensuring I do the role professionally.

To the police, it is our job, but the impact on people's lives is significant. Communication is key.

Makes me more confident recognising microaggressions



Future sessions arranged for 2024 focussing on Local Policing in the first instance.

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

Women's Net



International Women's Day – 8th March

This event was organised by the CoLP Women's Network.

The event was opened by T/Commissioner Pete O'Doherty

Speakers included:

Alderman Professor Emma Edham – Deputy Head of International Law

L/Cpl Natasha Day MBE, Royal Army Medical Corps

44 attendees (50 places)

15 officers, 29 staff

10 male, 34 female

Feedback

There was very positive feedback regarding the speakers (the topics covered and variety of experience), people also enjoyed that the Women's Network were hosting an event at City of London Police, and they enjoyed the networking. As a result of the event, 4 people asked to join the network

This event was included as a module within the Inclusivity Programme



The Women's Network publicise a range of external talks on their Teams Channel. They have an active Executive Committee. Membership is 110.

Team Day



Members of Professionalism and Trust attended The Imperial War Museum

22 attendees

The team organised a team day out as one of their Equality and Inclusion models.

They visited the Holocaust Galleries at the Imperial War museum which told the history through photos, books, artworks, letters and personal objects of those that suffered and were murdered during the Holocaust.

It was great that the flexibility of the Inclusivity Programme enabled this to take place.



As part of the 2024/25 Inclusivity Programme, we want to highlight the different ways people can further their understanding of equity, diversity and inclusion