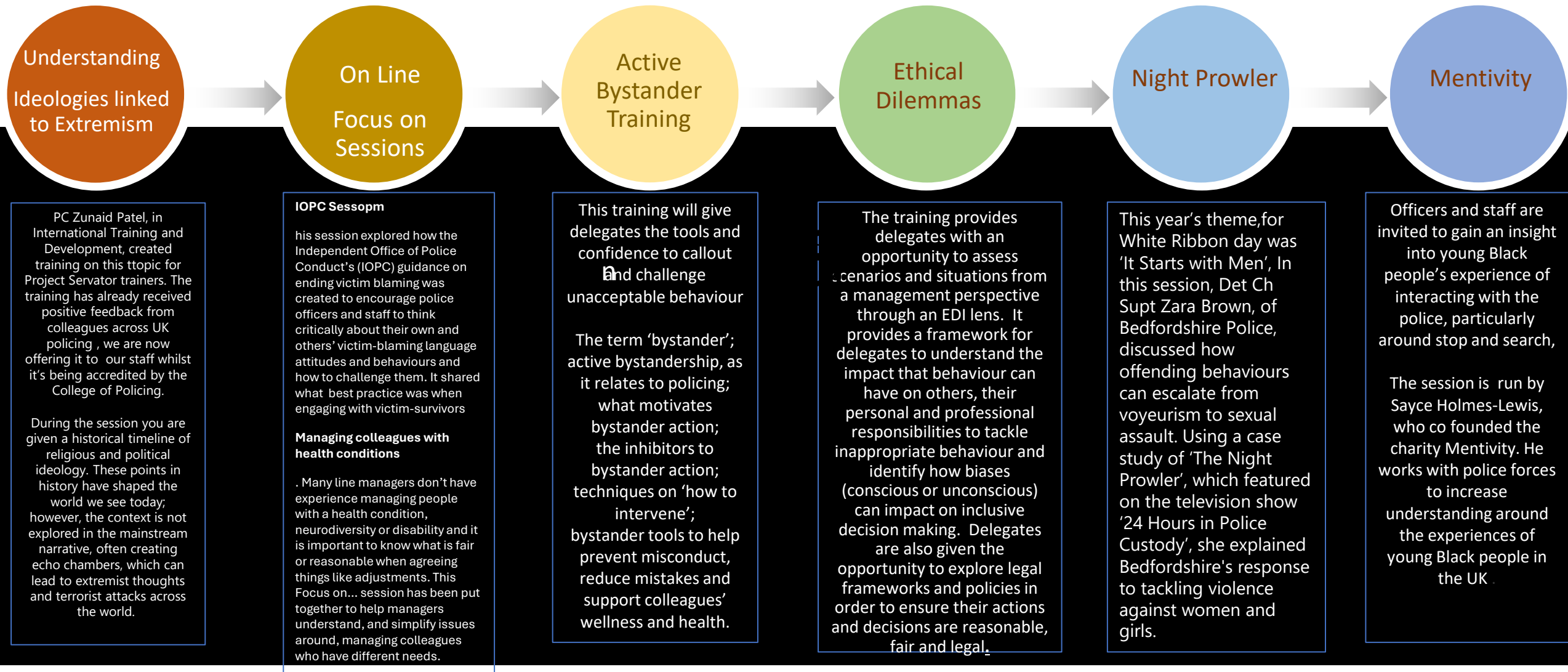


Our People - Inclusivity Programme modules – Oct – Dec 2024



Understanding Ideologies linked to Extremism

PC Zunaid Patel, in International Training and Development, created training on this topic for Project Servator trainers. The training has already received positive feedback from colleagues across UK policing, we are now offering it to our staff whilst it's being accredited by the College of Policing.

During the session you are given a historical timeline of religious and political ideology. These points in history have shaped the world we see today; however, the context is not explored in the mainstream narrative, often creating echo chambers, which can lead to extremist thoughts and terrorist attacks across the world.

On Line Focus on Sessions

IOPC Sessopm
his session explored how the Independent Office of Police Conduct's (IOPC) guidance on ending victim blaming was created to encourage police officers and staff to think critically about their own and others' victim-blaming language attitudes and behaviours and how to challenge them. It shared what best practice was when engaging with victim-survivors

Managing colleagues with health conditions
. Many line managers don't have experience managing people with a health condition, neurodiversity or disability and it is important to know what is fair or reasonable when agreeing things like adjustments. This Focus on... session has been put together to help managers understand, and simplify issues around, managing colleagues who have different needs.

Active Bystander Training

This training will give delegates the tools and confidence to callout and challenge unacceptable behaviour

The term 'bystander'; active bystandership, as it relates to policing; what motivates bystander action; the inhibitors to bystander action; techniques on 'how to intervene'; bystander tools to help prevent misconduct, reduce mistakes and support colleagues' wellness and health.

Ethical Dilemmas

The training provides delegates with an opportunity to assess scenarios and situations from a management perspective through an EDI lens. It provides a framework for delegates to understand the impact that behaviour can have on others, their personal and professional responsibilities to tackle inappropriate behaviour and identify how biases (conscious or unconscious) can impact on inclusive decision making. Delegates are also given the opportunity to explore legal frameworks and policies in order to ensure their actions and decisions are reasonable, fair and legal.

Night Prowler

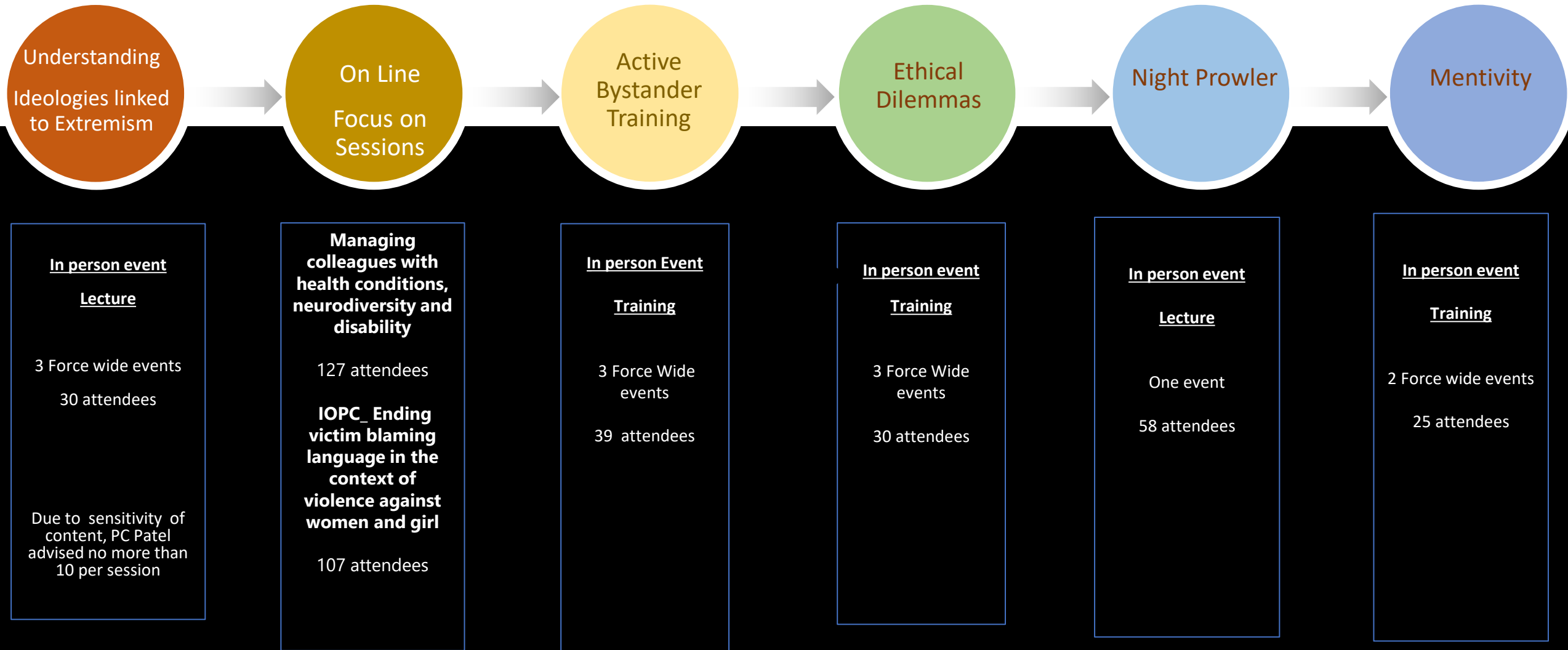
This year's theme, for White Ribbon day was 'It Starts with Men', In this session, Det Ch Supt Zara Brown, of Bedfordshire Police, discussed how offending behaviours can escalate from voyeurism to sexual assault. Using a case study of 'The Night Prowler', which featured on the television show '24 Hours in Police Custody', she explained Bedfordshire's response to tackling violence against women and girls.

Mentivity

Officers and staff are invited to gain an insight into young Black people's experience of interacting with the police, particularly around stop and search,

The session is run by Sayce Holmes-Lewis, who co founded the charity Mentivity. He works with police forces to increase understanding around the experiences of young Black people in the UK.

Our People - Inclusivity Programme modules



Understanding Ideologies Linked to Extremism

Zunaid's input was one of the most informative I have heard on this subject. His combination of Islamic history, political context and explanation of Islamist extremism taught us many things and filled many much needed gaps in our knowledge.

Thank you very much for your time and the extremely interesting presentation on extremist ideology.. The context and importance of the history and how it has been distorted is not only interesting but useful for establishing mindset of those we stop during resolution conversations



These sessions will continue from April 2025 when PC Patel returns from his training commitments

What did you find most useful?

- The distinction between the passive and active voice and how it can shift the focus of the action between a victim and perpetrator.
- The examples of passive and active voices. It showed the subtle biases of the person writing the report
- Understanding importance of using correct language when dealing with victims of serious offences - how subtle changes can impact
- The concept of being more mindful when using language in statements/reports. Making sure the language used does not create subtle unintentional bias.
- How important the victims should be treated when they are reporting such an awful crime.
- Understanding the nuances that can shift blame away from offenders
- When they broke down the different ways of saying the same sentence, and how it can be perceived differently by other people
- I found the reference to the language we use when writing reports/casefiles about VAWG most useful as I will take it onboard in future.
- Thinking about using words more carefully is a good idea - ensuring that the way something is phrased does not inadvertently infer that the victim is in some way responsible for getting assaulted (for example)
- I thought it might be police investigation focused but actually quite useful for report writing and strategy development in my job. Particularly thinking about language you use for particular crimes, e.g. burglary vs rapes
- The emphasis on the use of language was thought provoking. It's a change in mindset from how investigators are taught to write a chronology of what took place and what actions each person took. By changing the way the narrative is written it could change how someone feels when reading it back.
- The importance of ending victim blaming as victim blaming language shifts blame away from the abuser and onto the victim.
- I found it useful to understand how our attitudes, and behaviours can impact victims and have examples was really helpful.
- I found the addressing of the subtleties around language very useful to see how small changes to nuance can make the difference



This session was recorded and will form part of the Contact Staff training programme



What did you find most useful?

I enjoyed hearing both the manager and staff speak side by side in each of the examples, not only was it truly authentic and frank but it also helped me see the whole picture and re focus how I would potentially address this issue

The personal stories and positive outcomes

The real life examples (although I appreciate the courage it must have taken to speak publicly)

Clarification on the passport, it was good to hear from the supervisor point of view,

HRs myth busting regarding managing reasonable adjustments and the live examples

The positive personal experiences from officers/staff really help to reinforce how effective communication helps overcome perceived obstacles in the workplace.

The session was structured very well and easy to understand

Realising the (high) number of people who are aware of the issue

As a person who struggles with long term health conditions and chronic pain, I particularly enjoyed Steph's intervention as it resonated with me quite a lot, as well as Alison's intervention regarding myths.

Both these parts have made me realise that I have not asked help and adjustments for the reasons they mentioned, which are "silly" because in the end it's my right to ask and I'm not damaging anyone by doing so.

Hearing about real examples first hand (the two "case studies") because it was positive about what can be achieved (and brave of those taking part)




This session will be followed up by the work HR are doing on reasonable adjustments

Active Bystander



What did you learn?

- How to listen and potentially to challenge behaviour
- The importance of doing the right thing and calling out bad behaviour
- It was a useful reminder and interesting to hear different views and experiences
- Peer intervention doesn't have to happen then and there. It's okay to reflect and then deal with it slower time in a way that might be more appropriate.
- I learnt how to see the early signs of bad behaviour and will allow me to challenge obscure behaviour from colleagues.
- techniques of challenging inappropriate behaviour
- Useful tips to engage with people in relation to poor behaviour
- I learnt not to be shy or hold back if someone acts inappropriately, but to do this in a friendly way where possible
- Different techniques on what to do to call out worrying behaviour.
- It reinforces professional practice within the workplace and sets a standard of acceptable behaviour.
- colleagues
- How to "call-in" , diffuse a situation, stop things from escalating and in the process help my colleagues
- ways, but also given tools to step in with incidents not involving colleagues, just with people interactions in general



Further events are planned for 2025 . We will continue to deliver it as part of the Student Officer programme.

Ethical Dilemmas



What did you learn and how will you use the learning?

- "Never make assumptions and always question what you see and hear."
- "Will learn to listen and apply accordingly to avoid issues/ damages."
- "taking a step back from my own assumptions / perspective and taking a more considerate approach."
- "Will make me re-assess how I deal with people during meetings."
- " To pause and reflect, consider others' views before making a decision."
- " "To think first, look at other scenarios and don't jump to conclusions."
- " I found the dynamics of the group discussion very useful."
- " I learned about 'misophonia' – everything new is valuable to me. "
- " The ladder of inference was interesting."
- " This was well facilitated"
- "The 5 levels of listening and the ladder of inference. "
- "I learned about the ladder of inference; I will collect more information before making my decision."
- " to be open to consider options and that different options. " Ladder of inference"
- " Different categories of solving dilemmas."
- " The 5 steps of listening – will use more next one to one, either chair or receive."
- " Talk to people. Don't be afraid to talk solutions through and explore solutions."
- "Management of ethical dilemmas in a team."
- " Different methods of listening and having conversations, use the NDM in decision making actively."



Future sessions as outlined are arranged for 2025

Night Prowler



What did you enjoy about this session?

- Passing on help and knowledge to others
- The benefits of not focussing on reports in isolation
- Signs of escalating behaviours , wider police support units
- The approach to violence against women
- Understanding of latest issues in RASSO area. Improtance of data analytics
- How invaluable venues and their staff are for providing first accounts and vital information to assist convictions
- Looking out for obvious signs and quick to react
- To look at investigations with a more holistic approach
- How important the security guard was to the victim. I would use this learning if someone needed help.
- The fact that you don't necessarily need lots of forensic work, ie DNA , fingerprints
- As a new officer it exposed us to the complexity of investigating
- About the importance of VAWG awareness and pursuing cases even if the physical evidence is lacking.
- The mistakes made in the past and to push for more patrols in the harder to reach areas
- I did not learn a lot unfortunately as even the questions we asked specifically for our department could not be answered.
- I learnt about Beds issues with cps and how they are trying to deal with the court situation going forward. I'm not sure I'll be able to use this tho.
- The importance of the security officer and how they cannot be ruled out for intelligence.

Mentivity



What did you enjoy about this session?

- "The delivery and the passion showed by Sayce throughout the session."
- "Very wide ranging – history from century ago to today."
- "presentation style, very approachable."
- "The presenter Sayce very interesting to hear personal experience and feedback he's received in the local community."
- "It was engaging and though provoking, not just someone talking at me which some courses are like."
- "it was informative and it was great to have non- judgemental space to discuss difficult topics."
- "Hearing the history of black people and how the history has shaped perceptions towards the police. Also very open and honest discussions."

What did you learn and how will you use the learning?

- "Origins of racism, understand and start from others experience and points of view."
- "An understanding behind why people from BAME/ diverse backgrounds face a sense of injustice and mistreat in policing."
- "I learned that there is still a long way to go in terms of improving relations between communities and the police."
- "How our use of power has a positive or negative impact"
- "I learned to look at things from a different perspective, why young black males behave and feel the way they do if engaging with police."
- "Inform others should future sessions be ran, to attend." Good to know Sayce is a part of the Policing committee and hopefully we will see more informed decision making."

Future sessions
arranged for 2025

These sessions are also
part of the student
officer induction
programme