

Appendix A

Inclusivity Programme Evaluation April – June 2025 Level 1&2 Feedback

Event name	Event Dates	Outline of event
Understanding Ideologies (Face to Face)	25 th April/6 th May/13 th May/5 th June/6 th June	The session gave an historical timeline of religious and political ideology. It explored how these points in history have shaped the world we see today and how 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.
Focus On – Deaf Awareness (Online)	6 th May	The speaker highlighted the importance of understanding and accessibility for the Deaf community and understanding the different levels of hearing loss. Delegates were also given a basic lesson in sign language and encouraged to further their skills.
Ethical Dilemmas (Face to Face)	29 th April/17 th June (cross over to new format)	This session enabled Supervisors/Managers to have time out to reflect on their own personal decision making processes and to be able to facilitate Ethical Conversations with their teams and others in an objective way underpinned by the Code of Ethics. Delegates had an opportunity to review some case studies and consider both the legal and ethical implications
Focus On – Bi-Polar Disorder (Online)	12 th June	The session promoted understanding of Bipolar Disorder; how to fully recognize the symptoms of Bipolar and foster a supportive environment for those affected and support colleagues who care for those affected.
Focus On – ADAM androgen deficiency aging male (Online)	25 th June 2025	The session enabled delegates to understand what Andropause is and how it differs from menopause, They learnt how to recognize the symptoms of Andropause and who is affected and how to support themselves and others with related health concerns.

Focus On...Ideologies linked to Extremism– Level 1 & 2 Impact



Learning Engagement

81%
Said a complex subject was very clearly presented

68%
Said the training was extremely helpful in enhancing their understanding

Attendance Figures

Total Attendees
55

36 Police Staff
19 Police Officers

10 Corporate Services
8 Local Policing
16 National Lead Force
21 Specialist Operations



Satisfaction Rating

4.45/5
Excellent



Knowledge Gain

Knowledge Level Before:
2.32/5

Knowledge Level After:
3.73/5

Knowledge Gain
+60%



EDI Strategy Considerations

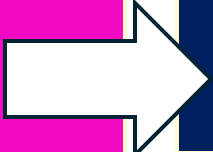
1. Communication needed on how to access support via welfare networks.
2. Identify case studies to assist with learning opportunities
3. Supply a mechanism for people to get further advice

Next Steps

Host further sessions to develop understanding in line with Colp core values of Professionalism and Compassion

Session Details

Date: Q2 2025
Time: 09.45 – 12.30
Speaker: Zunaid Patel
EDI Strategy Pillar: PEOPLE



Focus on Ideologies linked to Extremism : Additional Comments

The historical background helped me better understand current situations.

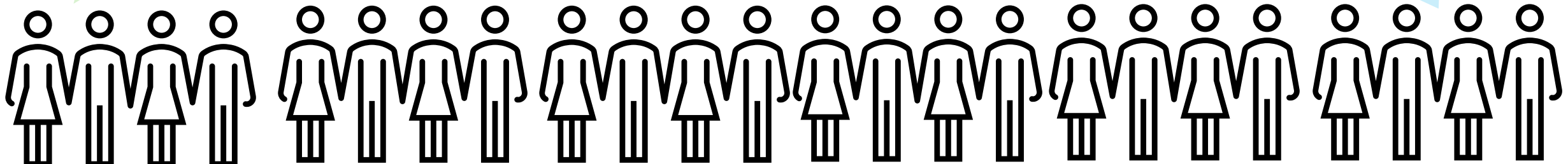
It could be longer as there is so much content to be discussed.

I really appreciated the history and timelines of important events

A really good presentation and as such has made me want to learn more, with the purchase of one of the books from the reading material list."

It was useful understanding how people become radicalised

A good topic to learn



Focus On...Deaf Awareness – Level 1 & 2 Impact

Learning Engagement

82%
Felt confident trying new sign language skills

91%
Learnt new things about the different levels of hearing loss

73%
Said the session exceeded their expectations


Session Details

Date: 06 May 2025
Time: 13.00- 14.00
Speaker: Lucy Deeble
EDI Strategy Pillar: PEOPLE/
PUBLIC

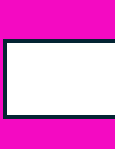
Attendance Figures

Total Attendees
55
38 Police Staff
17 Police Officers

13 Corporate Services
3 Local Policing
19 National Lead Force
20 Specialist Operations



EDI Strategy Considerations

- 1 Internal communications needed on how to access the SignVideo App for officers
 - 2 A forum for practicing BSL was requested by attendees
- 

Satisfaction Rating

4.25/5
Excellent



Knowledge Gain

Knowledge Level Before:
N/A

Knowledge Level After:
N/A

Knowledge Gain
N/A



Next Steps

1. ICOD to link in with SPoC for Sign Video
2. ICOD to link in with CoLP BSL SPoC re opportunities for practice sessions

Focus On Deaf Awareness : Additional Comments

I discovered different resources and social engagement opportunities

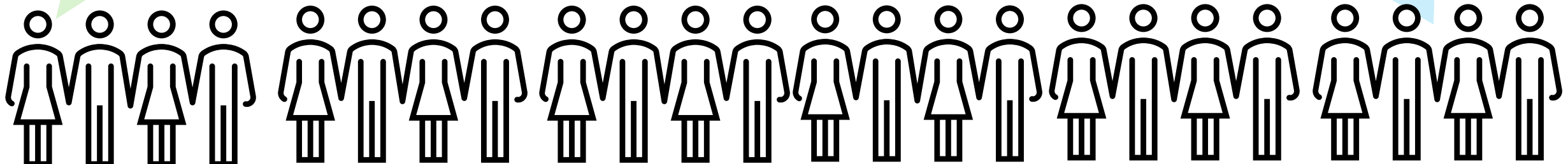
I enjoyed Lucy's lived experiences as a CODA and how she is helping the deaf community

Thank You - I was interested as I have a family member who suffers from deafness

It was nice hearing the questions asked, showing that more needs to be done for deaf awareness circumstances, especially with policing.

I now have basic skills to be able to interact more effectively

The session far exceeded my expectations. I really appreciated its practical nature and the fact it was geared towards Policing



Focus On...Ethical Dilemmas– Level 1 & 2 Impact

Learning Impact

100%
Understand what an ethical dilemma is


100%
Understand the concept of facilitation

100%
Are confident in dealing with challenging situations

Attendance Figures

Total Attendees
8
2 Police Staff
6 Police Officers

3 Corporate Services
2 Local Policing
2 National Lead Force
1 Specialist Operations



Satisfaction Rating

4.67/5
Excellent



Knowledge Gain

Knowledge Level Before:
3.67/5

Knowledge Level After:
4.67/5

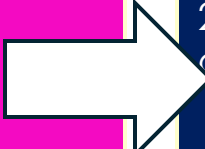
Knowledge Gain
+27%



EDI Strategy Considerations

1. Consideration of the inclusion of Ethical Dilemmas on other leadership / management courses
2. More Ethical Dilemma content to be shared on CitiNet

Next Steps

1. ICOD to discuss opportunity for input on existing training courses with L&D
 2. ICOD to review CityNet content
- 

Session Details

Date: Q2 2025
Time: 09.45 – 12.30
Speaker: Caroline Booth
EDI Strategy Pillar: PEOPLE

Focus on Ethical Dilemmas: Additional Comments

It helps to understand that not all situations are what we see at first. By accounting for ethical and legal circumstances we can come to a better way of making decisions

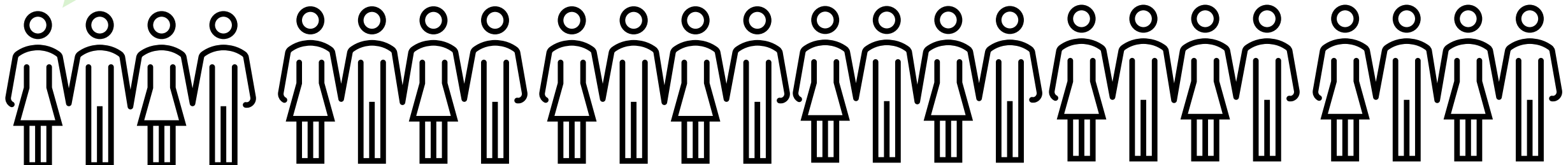
I learnt that I tend to actively listen to others, but at times, I need to have a more empathetic way of listening which I will be mindful of

It was an opportunity to reflect on my managerial decision-making process.

The trainer had a wonderful manner and facilitates conversation brilliantly. A credit to Learning and Development.

By listening to the interaction and views of others, it clearly emphasises that everyone has a different approach.

It was a useful reminder on the benefits of not jumping into discussions too quickly.



Focus On...Bi Polar Awareness – Level 1 & 2 Impact

Learning Impact

85%
Fully Understand what Bi Polar is

73%
Fully recognise the symptoms of Bi Polar

73%
Fully learnt how to create a supportive environment for those with and affected

Attendance Figures

Total Attendees
41

22 Police Staff
19 Police Officers

14 Corporate Services
6 Local Policing
11 National Lead Force
10 Specialist Operations



Satisfaction Rating

4.63/5
Excellent




Knowledge Gain

Knowledge Level Before:
2.37/5

Knowledge Level After:
3.95/5

Knowledge Gain
+67%



Session Details

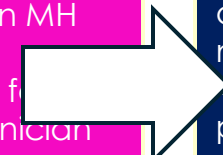
Date: 12 June 2025
Time: 13.00- 14.00
Speaker: Eva Mair
EDI Strategy Pillar: PEOPLE /PUBLIC

EDI Strategy Considerations

1. Consider Inclusion of key messaging in other mandatory training for wider exposure, potentially in addition to First Aid Training
2. Explore opportunities to introduce Mental Health Days separate to sick leave
3. Develop a summary page on CityNet to capture key points of session
4. More inclusion of MH topics in reasonable adjustments training and provision in the Sickness Absence Management policy specifically on MH absence
5. Consideration of the impact of custody and arresting procedures for those with BiPolar – consider expert input from Psychiatric Nurse / Clinician

Next Steps

1. ICOD to discuss opportunity on existing training with L&D
2. ICOD to link with HR on SAM improvements
3. ICOD to link in with Custody around procedures for Bipolar and other MH conditions, noting national procedures
4. ICOD to introduce summary pages for all sessions



Focus on Bi-Polar- Additional Comments

Very well arranged and presentation also key. Amazing our colleagues felt comfortable to talk about their experience.

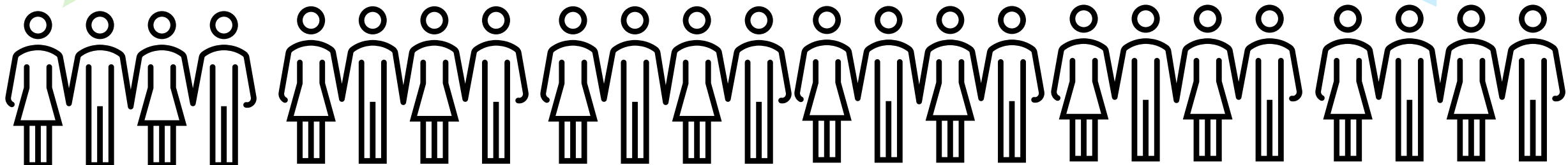
Really insightful and really appreciate how safe the space felt to ask questions and share experiences

I really appreciated speakers sharing their lived experience and I think it helped me empathise more. I will keep this in mind when next talking to someone who discloses bipolar.

Very enjoyable and informative. The lived experience shared by Eve and Rebecca is very powerful

It was a really useful starting point - the more open we are, the more help sufferers will get.

Really grateful to the presenters for such an engaging and memorable session and to the team for arranging



Focus On...Andropause – Level 1 & 2 Impact

Learning Impact

100%
Understand what Andropause is and how it differs from menopause

89%
Recognise the symptoms and who is affected

85%
Understand how to support themselves and others with health concerns related to Andropause

Attendance Figures

Total Attendees
68

32 Police Staff
36 Police Officers

13 Corporate Services
10 Local Policing
10 National Lead Force
35 Specialist Operations



Satisfaction Rating

4.58/5
Excellent




Knowledge Gain

Knowledge Level Before:
1.81/5

Knowledge Level After:
4.23/5

Knowledge Gain
+133%



EDI Strategy Considerations

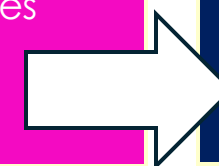
1. Introduce Men's Health Advocates within CoLP / create a mens health chat or group
2. Opportunity for 1 on 1 consultations for men's health issues (subsidised or otherwise) or similar 'drop ins'.

Next Steps

1. ICOD to review the viability of re-launching a men's health forum

Session Details

Date: 25th June 2025
Time: 13.00- 14.00
Speaker: Majid Shabbir
EDI Strategy Pillar: PEOPLE



Focus on Andropause : Additional Comments

Thanks for putting on,
great to see spirit of
sharing concern via the
Menopause Action Group

Excellent session. I learnt so
much- very high quality and
affable expert presenterd

Excellent. Presented at the right
level and easy to understand. Dr.
Shabbir was very engaging and
extremely knowledgeable

It was an enjoyable and
educating talk that I would highly
recommend to others to
participate in.

Really really informative,
interesting and helpful input

Really good to have such a qualified
person talk about it. Will help me be a
better supervisor to others

