



# Appendix B

## Inclusivity Programme Oct – Dec

### Evaluation Insights



# Summary of Q3 Inclusivity Programme Events

Event Name	Event Date	Outline
Black History Month – Michael Fuller QPM	22 <sup>nd</sup> October 2025	Michael Fuller QPM delivered a hugely impactful presentation detailing the racism he encountered early in his police service which galvanised him to reach new heights in his career.
Beauty in Diversity	29 <sup>th</sup> October 2025	A chance to celebrate Black History Month with Elizabeth Monney's friends and children from her local church to discover more about African culture. Elizabeth is a member of CoLP Police Staff.
Alcohol Awareness	12 <sup>th</sup> November 2025	This session delivered by Alcoholics Anonymous offered advice around problem drinking, coping strategies and advice on resources to help friends, family and colleagues dealing with issues. It included ex-Police Officers talking about their experiences.
White Ribbon Day 2025	27 <sup>th</sup> November 2025	White Ribbon Day raises awareness around the prevention of gender-based violence. For this year's theme – 'We Speak Up For Change' - CoLP's Network of Women arranged a guest speaker from the Probation Service to discuss behaviour change programmes within the Service.
Focus On...Assistive Technology	3 <sup>rd</sup> December 2025	Microsoft delivered a session with Q&As updating the audience on some of the technology available to assist with day-to-day IT tasks, especially those with neurodiversity.

# Focus On...Black History Month – Michael Fuller QPM Level 1 & 2 Impact

## Learning Impact

**71%**

Felt they fully understood the racism faced by black officers and staff early in their careers

**78%**

Said they had a better understanding of the history of being a black officer

**50%**

Felt they had increased awareness of growing up in the care system

## Session Details

**Date:** 22<sup>nd</sup> October 2025

**Time:** 12.00 - 14.00

**Speaker:** Michael Fuller QPM

**EDI Strategy Pillar:** PEOPLE

## Attendance Figures

Total Attendees

**62**

41 Police Staff

21 Police Officers

**26**

Corporate Services

**7**

Local Policing

**13**

National Lead Force

**6**

Specialist Operations



## Satisfaction Rating

**4.5/5.0**  
**Excellent**



## Knowledge Gain

Knowledge Level Before:

**3.5/5**

Knowledge Level After:

**4.2/5**

Knowledge Gain

**+19%**



## EDI Strategy Considerations

1. Communication needed on how to access support via welfare networks.
2. Ensure staff are aware of the work undertaken by the BPA.
3. Supply a mechanism for people to get further advice.

## Next Steps

Identify other potential black speakers for next year's event.

## Additional Comments

Excellent, thank you.  
More events like this  
please.

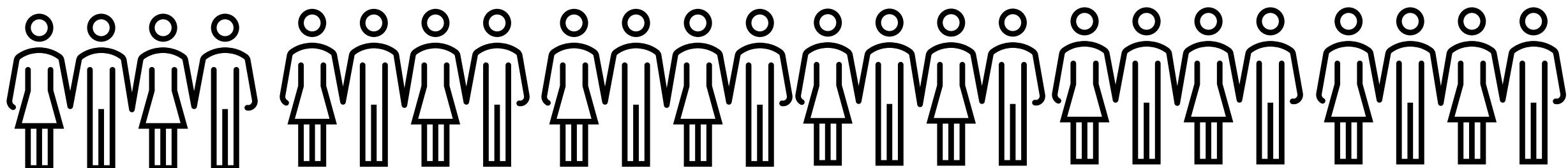
Excellent session. I learnt so  
much- very high quality and  
an affable expert presenter.

Really enjoyed it and am now  
reading the book which is  
superbly authored.

It is a positive sign of our  
organisation's progress that  
we can bring in such  
qualified speakers.

Powerful insight on rising  
through the ranks during  
times of racism,  
discrimination and  
prejudice.

Great session and I look forward to  
many more to come.



# Focus On...Beauty In Diversity – Level 1 & 2 Impact

## Learning Engagement

**100%**

Gained a better understanding of Beauty in Diversity, culture, celebration and food

**100%**

Understood how different cultures worship and pray

**100%**

Improved their understanding of how youth interact with the family and church

## Session Details

**Date:** 29<sup>th</sup> Oct 2025

**Time:** 12:00 – 14:00

**Speaker:** Elizabeth Monney

**EDI Strategy Pillar:** PEOPLE

## Attendance Figures

Number of Attendees

**24**

9 Police Staff

15 Police Officers

**8** Corporate Services

**10** Local Policing

**3** National Lead Force

**3** Specialist Operations



## Satisfaction Rating

**4.9/5.0**  
**Excellent**



## Knowledge Gain

Knowledge Level Before:

**3.1/5**

Knowledge Level After:

**4.3/5**

Knowledge Gain

**+37%**



## EDI Strategy Considerations

- Promoting awareness of different cultures in an innovative format
- Empowering internal staff members to broaden their reach and influence

## Next Steps

Identify other opportunities for policing staff to demonstrate further examples to show their understanding different cultures.

## Additional Comments

The importance of the Church in the Afro / Caribbean culture.

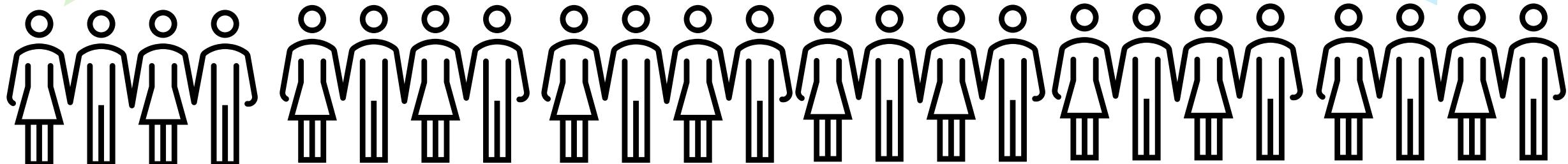
Was really interesting and informative. So encouraging for the community to engage with the police and build relationships.

Inspiring, engaging, fun, positive and left you in good spirits.

Being educated by the children. Their faith being the foundation of everything they do.

Learning about other countries and communities that live in the UK.

I think things like this should be held more often, not just in Black History Month! It was so nice to join.



# Focus On...Alcohol Awareness – Level 1 & 2 Impact

## Learning Engagement

**88%**

Understood the negative impact alcohol can have on an individual

**87%**

Recognised the impact on friends and family of those with misuse issues

**88%**

Are more aware of the help and resources available

## Session Details

**Date:** 12 Nov 2025

**Time:** 10.00 – 11.30

**Speaker:** Alcoholics Anonymous

**EDI Strategy Pillar:** PEOPLE

## Attendance Figures

Total Attendees  
**42**

22 Police Staff  
20 Police Officers

7 Corporate Services  
20 Local Policing  
4 National Lead Force  
11 Specialist Operations



## Satisfaction Rating

**4.6/5.0**  
**Excellent**



## Knowledge Gain

Knowledge Level Before:

**3.0/5**

Knowledge Level After:

**4.3/5**

Knowledge Gain

**+42%**



## EDI Strategy Considerations

1. Continue to ensure wellbeing support is in place for staff
2. Ensure staff have an internal resource for more information
3. Identify an internal 'ambassador' for confidential advice about family members

## Next Steps

Ask Health and Wellbeing Network for resources to include on CityNet

## Additional Comments

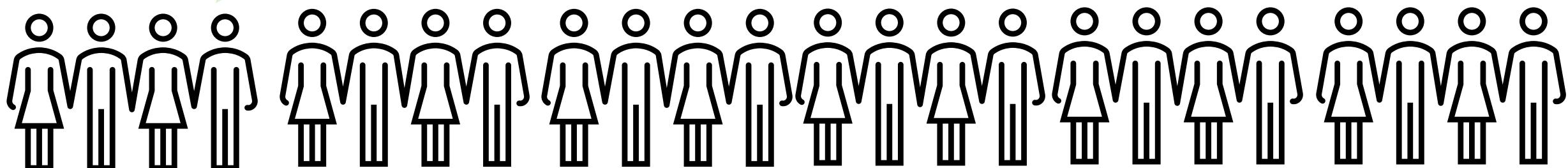
It was very helpful to hear about the way that people's lives had been affected by alcohol and understanding what a complex illness it is both mentally and physically.

In a selfish way this helped me a great deal, with three alcoholics in my family, I realised that it's not a problem to be ashamed of, so seek the help available.

I thought the speakers were incredibly brave to share their stories. I would have liked to have heard from people with less extreme experiences / grey area drinkers that would like resonate with many.

Brave speakers.

I thought the fact that the speakers were ex police officers was powerful. It was a great session. I really enjoyed it.



# Focus On...White Ribbon Day 2025 – Level 1 & 2 Impact

## Learning Impact

**93%**

Felt they had increased their education of the subject matter

**93%**

Said they increased their awareness of gender-based violence

**85%**

Felt they had opportunities to discuss and explore challenges related to gender-based violence

## Session Details

**Date:** 27th November 2025

**Time:** 12.00 - 14.00

**Speaker:** Fliss Holmes

**EDI Strategy Pillar:** PEOPLE

## Attendance Figures

Total Attendees

**57**

44 Police Staff

13 Police Officers

**22** Corporate Services

**25** National Lead Force

**10** Specialist Operations



## Satisfaction Rating

**4.3/5.0**  
**Very Helpful**



## Knowledge Gain

Knowledge Level Before:

**3.3/5**

Knowledge Level After:

**4.0/5**

Knowledge Gain

**+21%**



## EDI Strategy Considerations

1. Communication needed on how to access support via welfare networks.
2. Ensure staff are aware of the work undertaken by the Network of Women
3. Supply a mechanism for people to get further advice

## Next Steps

Identify how this links with our VAWG strategy.

## Additional Comments

I was really impressed by the overall engagement by all present. It was good to talk through some of the issues raised.

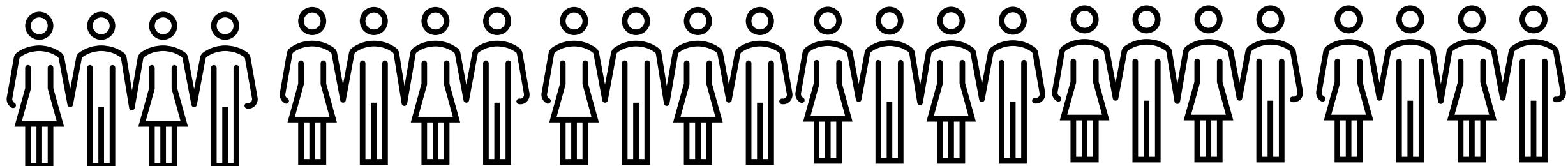
The speaker was incredible and I'm glad I attended.

An interesting subject matter that was very well delivered. The interactive voting on the statements section was good too.

I learned the beliefs people have can be changed.

Liked the poll vote, it was thought provoking.

Excellent insight into controlling behaviour.



# Focus On...Assistive Technology – Level 1 & 2 Impact

## Learning Engagement

**75%**

Gained some understanding of the assistive technology available

**75%**

Understood the options available

**50%**

Felt more confident in using the features

## Session Details

**Date:** 3<sup>rd</sup> Dec 2025

**Time:** 10:00 – 11:00

**Speaker:** Ahmed Mahamuud

**EDI Strategy Pillar:** PEOPLE

## Attendance Figures

Number of Attendees

**71**

**45** Police Staff

**26** Police Officers

**31** Corporate Services

**3** Local Policing

**18** National Lead Force

**19** Specialist Operations



## Satisfaction Rating

**4.0/5.0**  
**Very Helpful**



## Knowledge Gain

Knowledge Level Before:

**2.8/5**

Knowledge Level After:

**3.3/5**

Knowledge Gain

**+18%** 

## EDI Strategy Considerations

1. More detailed resource internally to promote the tech.
2. Have a tech specialist in DEN to assist with any questions.

## Next Steps

DEN to conduct a survey to explore staff requirements

## Additional Comments

It was useful to learn how to use Co-Pilot better.

Good for us to have a re-launch date for Co-Pilot.

It would be useful to see a list of all the features discussed as a reminder. There was a dictation feature that I thought would be very useful to try.

Read aloud function before sending an email is so helpful.

It would be good to have a reminder email or link to a page with the options for our tech available.

Could we have member of the Microsoft 365 Team complete a webinar? They have provided excellent Excel recorded webinars in the past to COLP.

