

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 nd 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 th 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 th 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 th 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 rd 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

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.

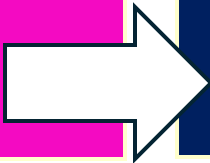
Session Details

Date: 22nd October 2025

Time: 12.00 - 14.00

Speaker: Michael Fuller QPM

EDI Strategy Pillar: PEOPLE



Additional Comments

Excellent, thank you.
More events like this
please.

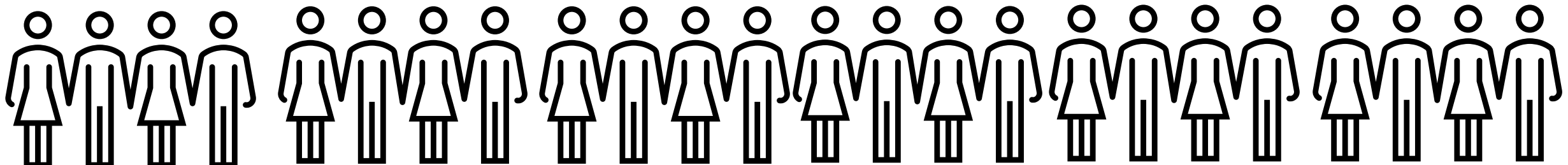
Excellent session. I learnt so
much- very high quality and
an affable expert presenter.

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

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

1. Promoting awareness of different cultures in an innovative format
2. 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.

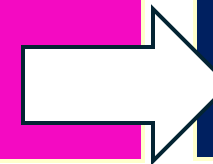
Session Details

Date: 29th Oct 2025

Time: 12:00 – 14:00

Speaker: Elizabeth Monney

EDI Strategy Pillar: PEOPLE



Additional Comments

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

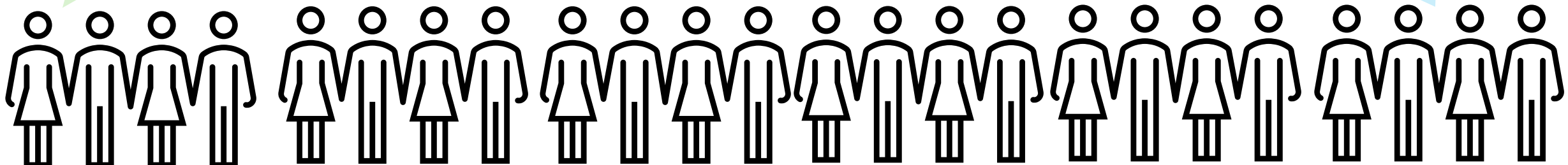
Was really interesting and informative. So encouraging for the community to engage with the police and build relationships.

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

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

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

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

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

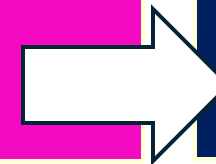
Session Details

Date: 12 Nov 2025

Time: 10.00 – 11.30

Speaker: Alcoholics Anonymous

EDI Strategy Pillar: PEOPLE



Additional Comments

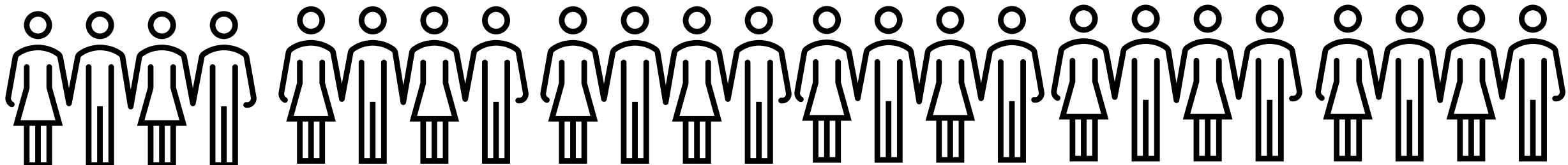
It was very helpful to hear about the way that people's lives had been affected by alcohol and understanding what a complex illness it is both mentally and physically.

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

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.

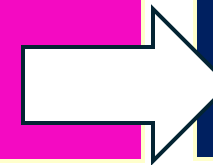
Session Details

Date: 27th November 2025

Time: 12.00 - 14.00

Speaker: Fliss Holmes

EDI Strategy Pillar: PEOPLE



Additional Comments

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

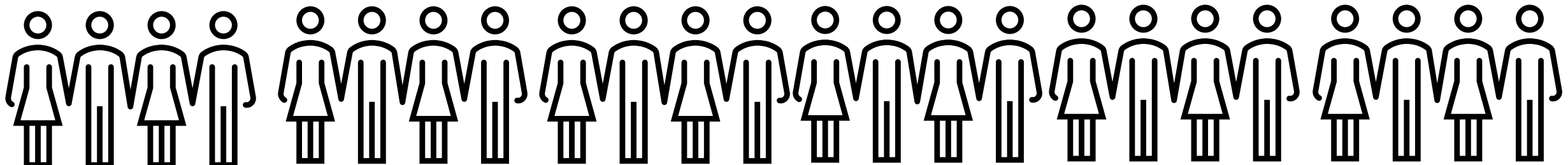
The speaker was incredible and I'm glad I attended.

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

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%



Session Details

Date: 3rd Dec 2025

Time: 10:00 – 11:00

Speaker: Ahmed Mahamuud

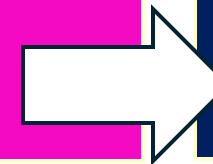
EDI Strategy Pillar: PEOPLE

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.

