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Critical Friend – Plan on Inclusion and Race Work Stream 1 - Internal Culture and Inclusivity

Positive Pathways into Policing

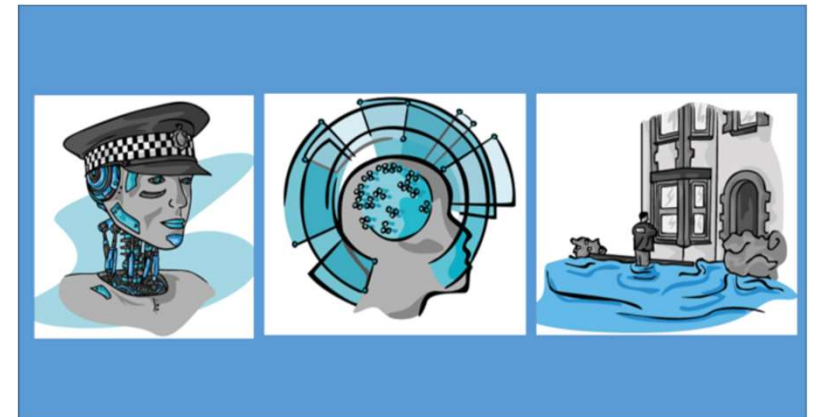
The session explores approaches and opportunities in terms of positive engagement with those already involved within the policing family through volunteering.

Aim of the workshop

- Set the scene
- Consider different approaches
- Encourage active participation in the session

Strategic Drivers

By 2025 policing will be a profession with a more representative workforce that will align the right skills, powers and experience to meet challenging requirements.



Taking the long view: Policing into 2040

Spotlight on Policing

Labour MP Dawn Butler stopped by police in London

The Guardian- 9th August 2020



Police could have identified Sarah Everard killer as sex offender in 2015

The Guardian- 11th July 2021

Stephen Port: 'No police penalties' in serial killer case

BBC - 5th July 2019

Black people five times more likely to have force used on them by police

The Guardian- 17th December 2020



Channel 4 Dispatches report accused of 'dehumanising' Travellers

The Guardian- 2nd May 2020

Disproportionate use of police powers - A spotlight on stop and search and the use of force

HMICFRS- 26th February 2021

How does this impact on our internal communities?

‘Our workforce should represent the community, and officers and staff from minority communities may feel a greater impact based on what is happening in the world’



How does this link to the bigger picture?



NPCC - Plan of Action on Race and Inclusion

Barrister Abimbola Johnson will play a crucial role in addressing historic disparities and a confidence gap in the relationships between Black people and the police, by leading independent scrutiny of police action on inclusion and race across England and Wales.

Procedural Justice

'Degree to which the public believe that the police will treat them with respect, make fair decisions and take the time to explain these decisions, and be friendly and approachable. Vital for forces to achieve the support or consent of the public.' - HMICFRS

The Home Affairs Committee calls for urgent action to tackle low levels of BME recruitment and retention, unjustified racial disparities in the use of stop and search and other police powers, and a worrying decline of confidence in the police among some BME communities.

Inclusion Survey

Over a fifth of Police officers from a BAME background who took part in the survey felt that their career promotion opportunities were negatively affected because of their race

Over a third of Police officers and staff reported that they had experienced being interrupted and not allowed to finish what they were saying monthly or more frequently in the past 12 months

17.2% of male police officers who took part in the survey felt that their career promotion opportunities were negatively affected due to their gender, compared to a much lower figure of 8.9% of female officers

Just over 8% of gay or lesbian police officers felt that their career promotion opportunities were negatively affected because of their sexuality.

38% of police officers who identified as having a disability felt that this had a negative effect on their career opportunities

Leadership

‘How can we develop a supportive culture amongst teams, where everyone feels like they have a voice, and they feel valued. There is no one size fits all approach to inclusion.

This goes beyond the issue of discipline and misconduct and extends to the culture that we create for all of our officers and staff. ‘



*“To create a culture that values difference and diversity”
“....Attract and retain a workforce...(that) will better reflect its communities” and
“Continuing work to build a culture which values difference....”*

Leadership

Chief Officers will provide visible leadership to ensure our staff, partners and our communities witness our personal commitment to diversity, equality and inclusion.

What's the data and research is telling us

The evidence suggests that **being a police cadet positively impacts the career aspirations of young people**, especially those who would like a career in policing. National Evaluation of the Police Cadets May 2019 Institute for Public Safety Crime and Justice

Around two-thirds (67%) of cadet leaders strongly agreed that the scheme enabled cadets to be more aware of future opportunities in the police, 27% tended to agree and 6% tended to disagree. Many cadets commented about how being a cadet allowed them **to better understand what policing involved**, giving them an insight into the internal workings of the police.

National Evaluation of the Police Cadets May 2019 Institute for Public Safety Crime and Justice

Around three-quarters (73%) of those who completed the survey were **interested in a future job or career in policing** after leaving the cadets.

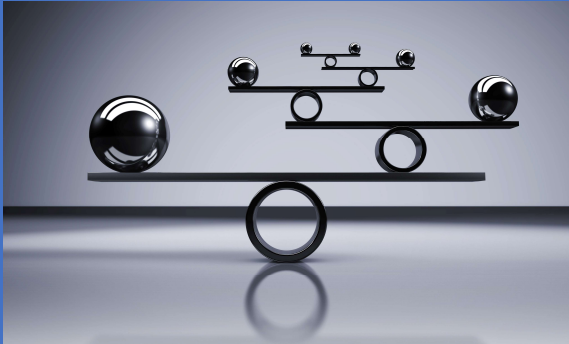
National Evaluation of the Police Cadets May 2019 Institute for Public Safety Crime and Justice

Volunteer Police Cadets Annual Census 2021 (provisional analysis) – Estimates **11,397 Cadets** (broadly stable over past 2-3 years) – **24.5%** Black and Minority Ethnic compared to 27.2% in 2019 Institute for Public Safety Crime and Justice

Home Office Police workforce, England and Wales, as at 31 March 2020 second edition - **7.3%** of **Police Officer** were from Asian, Black, Mixed and Other ethnic backgrounds. Compared to **10%** of **PCSO's** and **11.8%** of **Special Constables**, a higher percentage than for any other role, *excluding Cadets*.

Discussion points

- *What is your data telling you ?*
- *How does it help shape and inform your future workforce planning?*
- *At what stage do you start building relationships within the pipeline?*
- *Is your internal culture ready to receive people of difference?*
- *What does your learning and development offer look i.e. PEQF - SC to regs?*
- *How do your volunteer programmes (VPC, PSV, SC) link to your recruitment plan?*
- *What are your attrition rates?*



Take away

Following today's session – set yourself a challenge.

What is the one thing that you will take away from today's workshop?

- Fact finding
- Doing differently/changing
- Introducing

