

Best Diversity and Inclusion Strategy

Winner

Police Now

Trust in UK policing is at a historical low point. Questions around institutional racism, the use of violence, and failures of duty have opened the window on a service that has all too often turned a blind eye to racism, homophobia and misogyny.

In November, it was revealed that 14 of the 29 police forces have now been placed under special measures.

This situation highlights a dire need for a shift in culture and a re-development of the UK's police services to genuinely represent and serve their local communities.

Police Now is a social enterprise. Founded in 2015, its mission is to attract, recruit, and train outstanding graduates with leadership potential to be police officers who will make a lasting difference in vulnerable communities.

In 2020, it realised that to achieve these goals it would have to take an under-represented first approach and developed a diversity and inclusion strategy that would transform the way it recruited.

Police Now's programme for change was bold. Diving into the data, it looked beyond generic groupings of BAME candidates and examined how a candidate from a Pakistani community, for example, might feel differently about policing, compared with a candidate of black Caribbean heritage.

Building a targeted campaign, it addressed these issues head on, using authentic voices from the force. Candidates were assessed using real-life issues that involved addressing disproportionate use of stop and search and misogyny.

Police Now likewise addressed the threat of alienation among young candidates entering the force. Minority ethnic candidates were supported with one-to-one coaching, and candidates



supported each other in a specially built online community.

In 2021 it piloted the Frontline Leadership Programme which, with the engagement of multiple stakeholders including graduates,

focused on the promotion of police constables from underrepresented groups to police sergeants.

The results were brilliant, with high potential constables given a platform to share their training and instill positive values throughout their teams.

In 360-degree feedback from line managers and colleagues, despite their limited time in the force, 84% of Police Now recruits were considered able to challenge others respectfully.

Statistics also suggested a 14% reduction in anti-social behaviour incidents in communities with a Police Now officer, equating to 38,772 fewer incidents.

The ultimate sign of success for the strategy however is that the retention rate of the National Graduate Leadership Programme is at 94%.

Change in policing is here to stay. **HR**

Highly commended

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