

**Excellence in Policing On-Line Event**

**Diversity, Equality and Inclusion**

**30<sup>th</sup> September 2020**



**CC Ian Hopkins**

**NPCC Lead Diversity, Equality and Inclusion**



# What we were talking about...

- CC CPD Day 11<sup>th</sup> May 2017,
- All Chief Officers Day 25<sup>th</sup> Sept 2017,
- APCC / NPCC Conference 1<sup>st</sup> Nov 2017



# DEI Strategy 2018-2025



Durham University

Inclusion Survey



Peer Reviews



Self Assessment



Inspection Regime



**BE A  
FORCE  
FOR  
ALL**

BE ONE OF THE  
20,000 NEW OFFICERS



## Police Uplift Programme

- 20,000 Police Officers by 31<sup>st</sup> March 2023.
- With predicted attrition:  
actual recruitment of 53,000.

**2020**

## Black Lives Matter

- **Our Staff:** Voice of the lived experience of our staff
- **Our Communities:** Genuine community engagement
- **Our Organisations:**  
Disproportionality, use of force, stop and search



**BLACK  
LIVES  
MATTER**

# NPCC: Plan Of Action

## Intent

- Carry on listening to lived experience and concerns, and collate the evidence;
- Coordinate responsive action to those concerns across the service, leading from the top, and working with our partners;
- Draw on external expertise;
- Make changes before the end of 2020 where we can, and be ambitious in creating a long term programme to deliver lasting change;
- And be held rigorously to account.

## Governance

- Programme Board.
- Stakeholder Board.
- Scrutiny and oversight group

## Focus

1. Data collection and analysis
2. Internal culture and inclusivity
3. Use of powers: to include use of force and stop and search
4. Community Relations
5. Communication



**Questions?**