



Force Disclosure Unit
Wiltshire Police HQ
London Road
Devizes
Wiltshire
SN10 2DN
Tel 101 ext 62005
www.wiltshire.police.uk
disclosure@wiltshire.police.uk

Date: 29th July 2021

Your Ref: FOI

Our Ref: FOI 2021/536

Reply contact name is: Kay Moore

Dear,

I write in connection with your request for information dated 22nd June 2021 concerning training Officers and Staff receive in relation to diversity, equality, anti-racism or unconscious bias. My apologies for the delayed response.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Your request for information has now been considered and after having consulted the Training Delivery Manager and the Virtual Learning Team – I am now able to respond as follows.

You wrote:

As of June 1, 2021, please could you provide the titles and learning outcomes for any training which officers or staff receive in relation to diversity, equality, anti-racism or unconscious bias?

Where this training is incorporated into the broader police curriculum, could you still provide the title and outcomes for the training as described above?

Also, could you make clear whether all officers undertake this training or whether it's more specified by particular groups?

Our response:

In relation to 'unconscious bias' –

We have not run any specific unconscious bias training from the date specified. We have previously run courses and this was run by an outside provider – Wiltshire Police do not have access to any materials for this course.

All new Police Officers receive an input during initial police learning (IPL) in line with COP – College of Policing learning outcomes. See details below.
This is also referred to in Stop and Search training.



INVESTOR IN PEOPLE

Reference is also made regarding 'unconscious bias' in our 2 day Mental Health and Disabilities training course. All Officers and some Police Staff (LCIs, PCSOs) receive this training. The sessions cover the diversity issues staff might need to consider when presented with a mentally ill person.

In unconscious bias sessions, they run as a stand-alone course or as part of a longer course and the following objectives are covered:

- Delegates will be able to define what unconscious bias is.
- Delegates will have experienced some ways to test their bias and preferences.
- Delegates will have some strategies to check their biases and be signposted to Implicit Testing.

In relation to diversity, equality, anti-racism –

Course title: *IPL (initial police learning)*.

New student officers all receive training on this as part of their initial training – outcomes as below. They receive a subject matter expert input on hate crime.

Course Module:

*Value difference and inclusion** – three sessions. Students also complete a written assignment which covers the subject matter as well as the following:

Session 1 covers diversity, equality and human rights.

Session 2 covers bias, prejudice, discrimination and stereotyping.

By the end of the module, learners will be able to:

Session 1 –

- Explain the terms ethics, diversity, equality and human rights.
- Describe how the following legislation will apply in today's professional policing in terms of Officers displaying their understanding of ethics, diversity, equality and human rights: Human Rights Act 1998, Equality Act 2010, Police Reform Act 2002, Police Conduct Regulations 2020, Police Misconduct Regulations 2020, Police Performance Regulations 2020, IOPC Strategic Guidance 2015, Police Appeals Tribunal Rules 2020 and finally the Police Code of Ethics.

Session 2 –

- Explain the terms bias, prejudice, discrimination and stereotyping.
- Describe the impact of being a victim of bias, prejudice and discrimination or stereotyping.
- Describe the practical professional strategies to challenge bias, prejudice, discrimination and stereotyping and also the coping strategies adopted by those that are targeted.

Session 3 –

- Explain how the following legislation is applicable when dealing with a typical policing incident:
Offences Against The Person Act 1861
Criminal Damage Act 1971
Misuse of Drugs Act 1971
Theft Act 1968
Road Traffic Act 1968 and 78
PACE
Public Order Act
Offensive Weapons Act
Human Rights Act 1998
Regulation of Investigatory Powers Act

Police Reform Act
Sexual Offences Act 2003
Licensing Act 2003
Anti Social Behaviour Act 2014
Psychoactive Substances Act
Policing and Crime Act 2017
Describe the Wiltshire Police Equality, Diversity and Inclusion Strategy 2019-2021

Also, in respect of diversity, equality, anti-racism:

Training is given using the objectives above* for IPL on the following courses:

PCSO initial course
Special Constable Initial Learning course
Crime and Communications Centre Induction/initial course
Detention Officers Course

The Code of Ethics has a thread of Equality, Diversity and Inclusion through the whole package and is covered on the course below as well as on the IPL course.

Course	Hate Crime	Human Rights	Code of Ethics/Standards	Mental Health
Crime and Communications Centre Induction/initial course (CCC - Control Room)	Yes		Yes	Yes
Detention Officers Course		Lawful detention	Yes	
PCSO	Yes	Yes	Yes	Yes
Specials	Yes	Yes	Yes	Yes
LCI – PIP1 Investigator course	Yes	Yes	Yes	Yes

In addition to the above, the following courses also incorporate elements of training relating to bias –

First Step Leadership Course
PIP 1 Investigators Course
PIP 2 Investigators Course (during the Interview course).

It is covered with First Steps Supervisors during the Investigation input:

Module: (Online) Investigation	Group: First Steps Leadership
Aim: To encourage and develop understanding of how Investigation forms a central role in supervision <i>(Session includes an input on affinity bias)</i>	

With PIP 2 Investigators during the Interview course:

Module Title: Memory	Group: PIP 2 Interview
Aim: Understand the intricacies associated with victim and witness care during a complex investigation	
Objectives: By the end of the lesson learners will be able to: 1. Recognise the Impact of trauma on victim(s) and witnesses involved in complex and serious offending 2. Identify the Psychological and physiological influences on memory 3. Explain the Skills and behaviours of interviewers, including how these would need to be adjusted. <i>(includes a session on affinity bias)</i>	

With PIP 1 Investigators:

Aims:

Session 1 - Understand and apply core principles of ethics, equality, diversity and human rights in professional policing.

Session 2 – Challenge bias, prejudice, discrimination and stereotyping when performing the role of police constable.

Session 3 – Exercise powers and procedures fairly and without bias.

Learning Outcomes & Objectives:

Explain the terms ethics, diversity, equality and human rights. Describe how the following legislation will apply in today's professional policing in terms of officers displaying their understanding of ethics, diversity, equality and human rights:

Human Rights Act 1998, Equality Act 2010, Police Reform Act 2002,
Police Conduct Regulations 2020,
Police Misconduct Regulations 2020,
Police Performance Regulations 2020,
IOPC Strategic Guidance 2015,
Police Appeals Tribunal Rules 2020 and finally the Police Code of Ethics.

In addition to the above, our Virtual Learning Team (VLT) have carried out a key word search for online courses that relate to diversity, equality, anti-racism or unconscious bias and below are the course results along with a summary of the course aims. In some cases there is crossover, however, for clarity the information has been duplicated in order to avoid any ambiguity. The VLT have made note that the online learning packages are accessed from two main routes. The first is any training as part of the initial programmes for new Officers (IPL) PCSOs and Specials. It is also included in the staff induction course which all new starters are advised is mandatory.

The second route is that the modules shown are available to all authorised users in the organisation (this is every employee) as additional learning resources which can be accessed at

any time. All employees have user access to this information and so everyone has access to be able to complete the following courses –

Diversity:

Valuing Diversity and Inclusion –

This learning focuses on valuing diversity and inclusion within the police, including the code of practice along with the core principles of ethics, equality, diversity and human rights in professional policing. Learning also covers the professional approaches to policing, demonstrating fairness, ethics and integrity. This learning supports the content contained within the Policing Education Qualification Framework

Valuing Difference and Inclusion v2.0 –

In this module learners will explore the need for change in policing to re-frame the traditional approach to equality, diversity and human rights (EDHR) towards an approach which fully 'values difference and inclusion'. They will examine the business case driving difference and inclusion and ways it can be promoted. They will explain the practical leadership challenge of leading diverse teams, the impact of 'unconscious bias' on decision making and ways they can prevent and manage bias in themselves and others. Finally, they will explore ways, as a Fast Track leader, in which they can further value difference and inclusion in their force.

Approaches to Leadership v2.0 –

This module introduces learners to a variety of leadership approaches relevant to the policing environment and explains the importance of using a range of different leadership styles. Learners will explore the role of leaders in actively promoting the Code of Ethics, ethical decision making, and how to lead with integrity to develop trust and support in the team. They will consider how the structure and culture of an organisation can influence leadership styles; how to develop their emotional intelligence; the concept of organisational justice; team development and effective communication. The module covers ways in which leaders can engage and motivate people by encouraging creativity and innovation and promoting evidence-based practice. The module also covers the concept of continuous improvement, how to support people through organisational change and the importance of developing positive relationships with partners and stakeholders. Promoting respect for equality, diversity and human rights is integrated throughout the module.

The Equality Act 2010 –

The Equality Act 2010 (the Act) is the main legislation in Great Britain promoting equality and diversity. It applies to the way we behave towards colleagues and when we are dealing with the public. The Act complements the oath of attestation, the Code of Ethics and the core values of the National Decision Model in guiding our interactions with others.

Leadership and Ethics v2.0 –

This module provides learners with opportunities to demonstrate their leadership knowledge and skills as ethical, resilient, confident, emotionally intelligent, politically aware leaders, with clear values and vision, and credibility as public sector leaders at the executive level. Learners will explore current and future strategic leadership challenges, and be able to gain a more detailed understanding of integrity issues (both as they affect them personally and for the organisations they lead) and how to adopt a variety of leadership styles according to situation.

Also covered is the importance of developing cultures that promote equality, diversity and human rights, along with ethical decision-making. Learners will develop their vision for leadership of their organisations and their role, promote effective team working at the executive level and enhance their personal political awareness to be able to negotiate, influence and lead with integrity in a complex environment.

Mental Health and the Police –

Mental Health and the Police is an introduction to the wider Mental Health and Learning Disabilities Programme. The modules will provide you with general awareness of mental health

conditions and diversity, which includes classroom training and is part of the College's National Policing Curriculum.

Equality:

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Equality Analysis Toolkit –

This document provides the template for the Equality Analysis.

Equality Analysis Toolkit Guidance –

This document provides guidance for completing the template for the Equality Analysis.

Equality Impact Analysis Implementation of New Entry Routes for Police Constables –

The aim of this Equality Impact Analysis (EIA) is to ensure that consideration is given as to how the new entry routes reflect the diverse communities policing serves.

POPS Equality Impact Assessment –

A document that is designed to ensure that licensed delivery centres deliver standardised and nationally accredited learning to Public Order Commanders and Tactical Advisers and take into account, when delivering that learning that any equality issues are properly addressed.

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Special Constable National Programme EIA –

This document provides information in relation to the Equality Impact Assessment for Special Constables.

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PCSO Entry Routes EIA –

This document provides the Equality Impact Assessment for the PCSO Apprenticeship.

Wiltshire Police New Staff Induction Part 2 2020 –

Part two of the induction programme for new staff includes an introduction to Government Security Classification, the Equality Act 2010, Unconscious Bias, and Business Continuity at Wiltshire Police. It is anticipated that this should be completed within the second week of employment.

Serious Sexual Assaults – Instigation and Initial Investigation v1.0 –

The purpose of this module is to provide learners with the knowledge, understanding and skill required to enable them to effectively respond to instances of rape or serious sexual assault on adults and increase the options for positive outcomes within the criminal justice system. It also addresses the attitudes and behaviours of detective constables, sergeants and inspectors directly involved in the investigation of rape or serious sexual assault on adults, thereby improving the quality of service to the victims of these crimes

Unconscious Bias:

Programme – Unconscious Bias (incorporating Stop Search) –

Unconscious Bias (incorporating Stop Search).

Stop and Search Outline of Unconscious Bias –

Understanding Bias, Stereotyping, Shooter Bias, Forming Suspicions.

Unconscious Bias Video –

This video has been produced by Wiltshire Police in conjunction with Wiltshire Council.

Unconscious bias can influence our natural decision making processes in the work we do as a police officer or staff member. It could be discriminatory when the unconscious bias relates to a protected characteristic. This video aims to raise your awareness of unconscious bias and help you to overcome it.

Unconscious Bias, What is It –

Unconscious Bias, What is it? video content identifying the definition of unconscious bias and what it means.

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Stop and Search –

The stop and search e-learning defines a 'fair and effective' stop and search and looks at the effect of poorly conducted searches. It provides a brief history of the development and use of stop and search powers in the UK and describes the main powers that police officers have to stop and search people. It clarifies what constitutes reasonable grounds for a stop and search and the extent to which a person can be searched in public. The e-learning also looks at the factors to consider when conducting and recording a stop and search.

Stop and Search Assessment –

The stop and search assessment consists of 25 multiple choice questions based on the stop and search e-learning. Learners need to score 80% or higher before they can move to the classroom element of the training. The assessment can be retaken but must be passed on the second attempt.

I am satisfied that all the relevant information has been passed to me and been considered in the light of your request within the time constraints applicable under the legislation.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely,

Kay Moore
Force Disclosure Decision Maker

Wiltshire Police offers a re-examination of your case under its review procedure.



Force Disclosure Unit

Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN
Telephone 101 ext 62005

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing to the:
Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.police.uk.

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Force Disclosure Unit within 20 working days of the Force's response to the original FoI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to 40 working days.

The Independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision Maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should

contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk