

## Valuing Difference Strategy Launch 21 October 2015

Ian Dickinson, Stephen Dobson and I attended the above event at Hutton Police HQ at the invitation of the Constabulary.

The day was facilitated by Clive Taylor of Indigo You after DCC Andy Rhodes set the scene and explained the purpose of the event.

The context for the event was to enable officers at all levels to draw the connection between Valuing Difference and how the force delivers policing, particularly around the Early Action philosophy. Delegates were taken on a journey from the personal (understanding unconscious bias, how that affects their behaviour and their relationship with other team members) through to the operational (as part of a wider policing team and implications for the one team approach). A key aim is to ensure that officers can be fully committed and comfortable in looking deeper into the situations they are presented with so that they can show empathy and deliver interventions that prevent symptoms occurring again in the future. This is part of a moving emphasis away from place and more about reducing vulnerability in people.

The sessions during the day were interactive and very challenging in looking at the types and levels of discrimination and unconscious biases that often exist not just in policing but in all walks of life. Some key phrases I noted during the day were:

- Be accountable yourself. If you recognise that you are part of the problem then you are more likely to be part of the solution.
- How do you treat people who are not like you? Test your unconscious biases – not just the conscious ones.
- Change your behaviour and empower the people around you to do the same.
- It is about how the person affected receives the word or phrase rather than the person using the phrase.
- Work with people to deal with the situation rather than deal with the people.

The day was about attitudes and behaviours going forward and delegates were left to consider whether both they and their colleagues are sufficiently aware how unconscious bias affects those the police serve and why this needs to be considered in the policing approach.

Clive Portman