

WMP D&I Strategy

Inclusion from the inside out

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Preventing crime, protecting the public and helping those in need

www.west-midlands.police.uk



Business case & D&I Strategy

- Based on the Peelian Principles



D & I strategy

Our ambitions

Building trust and confidence in our police

Strengthening communities and growing the economy

Making better use of our people resources

Protecting people from harm

D & I Goals	Qualitative Outcomes	2018 focus areas
<p>1. Inclusive culture – We will build the architecture and environment that sustains an inclusive culture</p>	<p>Rigorous & transparent approach to Inclusion. Policy, Systems & Processes enable our intent. Colleagues experience the culture fairly. Colleagues succeed on merit. Evident pride in Inclusion - owned by all.</p>	<ul style="list-style-type: none"> • Strategic planning • Visibility & Dialogue • Governance architecture • Measurement & impact • Dignity at work • Work life/flexible working
<p>2. Inclusive leadership – Our leaders actively lead inclusion & role model inclusive behaviours</p>	<p>Increased maturity, capability & confidence among leaders across the Force. Increased visibility & ownership amongst leaders in delivering on D&I outcomes.</p>	<ul style="list-style-type: none"> • Capability building • Dialogue • Diverse role models
<p>3. Colleague Diversity – Our workforce will better reflect the communities we serve in order to better serve the communities we reflect</p>	<p>Increased maturity in data modelling & analysis. Improving trends in workforce representation at all levels. Inclusive Talent Management approach</p>	<ul style="list-style-type: none"> • Ambition setting • Recruitment (inc temp) • Diverse Talent development
<p>4. Inclusive reputation and service – We will strive to build trusted relationships with all of the communities we serve</p>	<p>Improved perception of fairness and police legitimacy among all diverse communities. Reducing trend in disproportionality. Improved inclusive service delivery Effective external partnerships with reciprocal benefit</p>	<ul style="list-style-type: none"> • Develop best practice engagement model • On-going progress review • Build cultural competence



Inclusion video

- Inclusion from the inside out



The Governance process – Key groups

Force Exec team

- Ultimate and visible owners of D & I strategy
- Goals in line with organisational strategy
- Align national and force owned approaches
- Approve major strategic decisions

Staff networks

- Support and challenge throughout
- Support organisational governance
- Encourage colleague participation
- Advocate for WMP strategy internally and externally

D & I governance board

- Drive D & I strategy implementation
- Sign off and monitor progress on departmental plans
- Ensure consistency of delivery across departments
- Escalate issues to FET when appropriate

D & I Champions

- Share best practice across departments
- Advocates for D & I
- Capability builders within departments

Where possible aligned to FIP goals of procedural and Organisational justice

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Workshop questions

- 1) What is the narrative, culture, process in your organisation?
- 2) What D & I infrastructure do you already have in your organisation?
- 3) What could you introduce that would really make a difference?

