

Equality and Diversity

1) Do you offer equality and diversity training? If so, what is the mode of delivery of this training?

Student police officers receive considerable input regarding Equality & Diversity during their Stage 1 training. A stand-alone classroom based session provides a large portion of this input, and consists of a power point presentation, with the classroom trainers providing operational policing examples where appropriate and available, to provide context to the presentation. However, the subject of Equality & Diversity is a golden thread that runs throughout all of the training undertaken within South Yorkshire police Learning & Development, and it is constantly and consistently reinforced throughout every aspect of initial training and beyond – either by way of direct reference to the lessons, or via reference to the Standards and Behaviours expected of police officers and police staff. Additionally, Pip Level 1 video interview training is provided to established officers who wish to broaden their operational knowledge of video interviewing vulnerable people – in particular young people who have witnessed criminal acts.

Within the training arena generally, whilst Equality & Diversity is not delivered as a training session per se, it is the bedrock of much of all training lessons – especially in respect of interviewing vulnerable people. This training is delivered in the classroom with students conducting real time interviews – albeit in a training environment.

2) A brief overview of the context of the training.

Equality & Diversity training for student officers within South Yorkshire Police is set around specific learning outcomes, which are specified by the college of policing. In this respect, sessions look to; Define Equality & Diversity, Identify current legislation, identify how a person's personal beliefs, values and prejudices affect their attitudes and responses; explore the effects of discrimination, harassment & bullying; explore 'Protective Characteristics'; understand prejudice; recognise what is meant by a Hate Crime; understand the grievance process in respect of equality & diversity issues. Additionally, every member of South Yorkshire police, staff or police officer, must undertake an on line learning session in respect of the Equality Act 2010.

In respect of the interview training, assessing the vulnerabilities of individuals to be interviewed, how they may affect the interviewers approach to the interview and understanding what mechanisms can be put in place to support the individual during and after the interview, form a major part of the training sessions. In order to make this training as effective and 'real' as possible students are required to interview individuals with real life learning disabilities who have themselves actually been victims of crime.

3) Who is required to take this training?

Within OPT, the training is delivered to Stage 1 Initial Police Learning & Development Programme student officers within the first week of their training. It is also provided to new Special Constables and Police Community Support Officers (PCSO's) and Civilian Investigators as part of their initial training.

In respect of the interview training, this is delivered to established police officers, civilian investigators and other police staff who are seeking to move into PIP Level 2 Investigation roles such as CID.

Hate Crime

1) Do you offer hate crime training? If so, what is the mode of delivery of this training?

Student police officers undertake specific 'Protecting Vulnerable People' training. This is by way of classroom based sessions, reinforced by on-line learning packages and immersive learning. The subject of Hate Crime is also revisited again in the Equality & Diversity and Victim's & Witnesses classroom sessions.

Additionally Hate Crime e-learning products must also be completed by all 'frontline' South Yorkshire Police officers and staff. This package provides an Introduction to Hate Crime; the Definition; the Community and Perception; how Hate Crime can be reported and how officers should investigate such reports.

All frontline Police Officers have received specific training on scheduled training days in relation to Coercive control, FGM, Vulnerable Victims, Autism, Forced Marriages and Human Trafficking.

2) A brief overview of the context of the training.

The 'Protecting Vulnerable People' sessions for Student Officers are all classroom based. Within these sessions students receive inputs on a variety of related subjects. Those sessions on Modern Slavery, Forced Marriage and Female Genital Mutilation include subject matter around Hate Crimes. During immersive learning sessions, student officers are given scenarios to deal as they would effective police officers.

3) Who is required to take this training?

See above.