



Our Ref: 002134/21

Your Ref:

Address Correspondence to: Information Management

Date 21 July 2021

Freedom of Information Act 2000

I write further to your request for information received 22/06/2021.

I note you seek access to the following information:

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?

Following receipt of your request, searches were conducted within Leicestershire Police to locate information relevant to your request.

Your request for information has now been considered and the information asked for is as follows: -

This training is provided to all student officers on the DHEP and PCDA course.

* Stop and Search Training

RELEVANT LEARNING OBJECTIVES

A) Gain a knowledge of the history of stop and search understanding the impact this has on the wider community

B) Acknowledge unconscious bias and proportionate use of stop and search

* Equality and Diversity Training

RELEVANT LEARNING OBJECTIVES

A) Relevant legislation and guidance

B) Relevance of the Code of Ethics

C) Practical strategies for addressing bias, prejudice, discrimination and stereotyping

D) The terms 'ethics', 'diversity', 'equality' and 'human rights'

E) The influences of bias on the ethical decision-making process

F) Hate incidents

G) Hate crimes and aggravation related to religion, race, disability, sexual orientation, transgender identity, alternative subculture or other factor based on someone's identity or perceived difference

Multi Faith Day

RELEVANT LEARNING OBJECTIVES

There are no objectives set for this day as this is not a taught lesson, but rather a gathering of religious leaders within the community who will discuss with student officers there areas of worship and assist them with understanding the community.

Leicestershire Police teach crime investigation skills and our training is delivered mainly to Trainee Detectives who already have a foundation level of police service. This part of the response relates to courses only as the initial training programme

Our crime investigation skills team deliver a two week **Investigative Interviewing Course** to Trainee DC's as part of the PIP Level 2 programme. The II Course is about working with vulnerable and intimidated witnesses (both adults and children).

Officers will be made aware of the force policy document dealing with vulnerable and intimidated witnesses and victims procedure.

The course covers working with those who have learning needs considers equality and diversity when seeking to obtain the best evidence possible from a vulnerable or intimidated witness / victim. This course explains the categories of witness and considers learning needs, intermediaries, interpreters, understanding and ability to recall information, also social, cultural and ethnic origins and religious beliefs.

The course addresses working productively with Under 18's / children and vulnerable people. The officers take part in role plays / practical exercises and will complete an ABE interview (Achieving best evidence) with a person with additional needs.

The training teaches the use of intermediaries, and consideration of special measures to facilitate communication with vulnerable people and also how to complete an initial witness assessment of those who may require them.

On one morning there is an input from the Valuing People Team too.

Leicestershire Police have 'the PLOD' (Police link officer for Deaf people) service - of which I am an active member? Our force provides this service to our local Deaf community. I believe this would fall under the Equality / Diversity part of this request and officers are aware of this service and also the 'Interpreter now' app providing them access to a BSL interpreter using their personal issue devices so that Deaf people can communicate with an officer in their first language.

Leicestershire Police provides you the right to ask for a re-examination of your request under its review procedure. Letters should be addressed to Information Manager, Corporate Services Department at the above address. If you decide to request such a review and having followed the Force's full process you are still dissatisfied, then you have the right to direct your comments to the Information Commissioner who will give it consideration.

Freedom of Information Officer
Leicestershire Police

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