

<p>Disability Confident Scheme.</p> <p>Lead: PS Pursey</p>	<p>Leadership status was met in March 2018. (Validated until Feb 2021) Meetings will be held with PLUSS (our validators) with Sgt Pursey to progress next steps:</p> <ul style="list-style-type: none"> • Maintaining our status • Leading the way locally and regionally • Working with Department of Works and Pension • Implementing best practice in supporting disabled employees • Best practice for future employees (recruitment & retention)
--------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p>3x Mosques - Partnership</p>	<p>The Positive Action Officers have built strong relationships with 3 mosques:</p> <ul style="list-style-type: none"> ➤ Salisbury ➤ Trowbridge ➤ Swindon <p>The relationships are such that the Inman's will be supporting the Community Ambassadors Scheme when it goes live</p>
----------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p>Community Ambassadors</p> <p>Lead: PS Pursey</p>	<p>The community Ambassadors scheme was due to be signed off by CC Mike Veale prior to him leaving and then delayed due to Op Fairline and Fortis.</p> <p>The project involves community leads and partners becoming Ambassadors for Wiltshire Police. We currently have 15 people from the community whom have been working with the positive Action officers and myself whom has expressed their wish to volunteer as ambassadors.</p> <p>Their role would be:</p> <ul style="list-style-type: none"> • To support future engagement with Wiltshire police (especially during times of critical incidents) • To support the force in checking and testing processes around Diversity & Inclusion • To support and advice staff and new recruits from diverse backgrounds (supporting retention) • To be a point of contact to engage the community in recruitment campaigns • To offer support during interviews giving transparency and independent view points • To link and 'support protected characteristic' groups within the organisation • To link in with IAG meetings giving views of the local community • To help build relationships with hard to reach groups • To assist in campaigns such as 'Hate Crime and Stop & Search
-------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p>LGBT Community up date</p> <p>LGBT Lead: Lee Hare</p>	<p>February 2019 if LGBT Month – presentation stands will be put up @ HQ Devizes and Swindon.</p> <p>2018 An LGBT Association was set up in Wiltshire</p> <p>500 LGBT Wiltshire Pins ordered for LGBT Month</p> <p>Rainbow Lanyards also available</p> <p>Local Schools in Swindon have been supported by Lee in helping young people raise their gender identity</p> <ul style="list-style-type: none"> • LGBT History Month February 2019 – 1st of February the Chief Constable, PCSO Kate Jackson and PCSO Lee Hare will be raising the LGBT flag at HQ – The usual comms will go out on this including ebrief, tweets, community messaging • W/c 4 February will see the launch of the Wiltshire Police LGBT+ network which again will have comms pieces • PCSO Kate Jackson and PCSO Lee Hare will be hosting 2 events (Gablecross and Devizes HQ) to raise the awareness of the LGBT+ support network– stands including rainbow cake sales and information on the purpose of the support network • During February we will also be launching the NPCC Transgender guidance and tool kit
------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p>Events and Workshops through 2019</p>	<p>Diversity & Inclusion team attend regular events across the force area to Attract and Recruit officers and staff from 'Protected Groups' specifically BME, Disability and LGBT. Already the team are booking a busy events calendar for 2019. Including employment fairs and centres, community fairs and events, colleges and Universities, Mosque's and religious locations.</p> <p>In June we have a 3 day event with the National Armed Forces event. Both a member of the Royal Family and the Prime minister is reported to be attending.</p> <p>The positive action officers work closely with recruitment in running workshops to support candidates wishing to join Wiltshire Police.</p>
-------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p>Diversity Delivery Plan</p> <p>Lead: Sarah King and DS Campe</p>	<ul style="list-style-type: none"> • Plan and consultation (ComTAS) • Tool Kits • Team away day (Sarah King)
-----------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------

<p>2018/19 Reports from DS Campe</p>	<p>Since September my time has been focussed on the delivery of the following-</p> <ul style="list-style-type: none"> • EDI Strategy design and Consultation and evaluation/assessment of findings – design, promotion and consultation events • Collation, review and production of the Statutory Information Report 2017 to 18 • Review, assessment and evaluation of force Equality Objectives 2018 – these also formed part of the EDI strategy consultation which was used as a method of engaging with the public / staff • Review of HMICFRS Hate Crime recommendations following the release of the first Hate Crime HMICFRS Inspection across forces • Delivery of a series of Hate Crime awareness sessions to staff from CCC throughout the month of October and November 2018 to raise awareness, highlight HMICFRS recommendations and refresh knowledge and understanding • Adaption of a series of lesson plans for local officers/PCSO's/schools to use to support them in educating students on hate crime (for Hate Crime Awareness week) • Promotion of national Hate Crime Awareness week with a poster competition for schools and survey on the service offered to victims of hate crime by Hate Crime Advisors (HCA's)
---------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p>Force Comms – Liz Cook and support from Positive Action Officer.</p>	<p>Marcin Kozak joined Wiltshire Police as a PSCO and was recruited and supported through the Diversity & Inclusion Team. Comms have undertaken work with PCSO Marcin Kozak around media opportunities with Radio Polski. Marcin has a 2 hour slot on a monthly basis in which he discusses policing matters relevant to the local community; content is planned with Liz Cook. In December 2018 Marcin was invited by the Foreign Secretary to attend a reception at Lancaster House, London, in recognition of the work he was involved in to assist his equivalent in Poland with missing people from Poland and intelligence gathering. This was a significant event and was attended by the Prime Minister.</p>
--------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

--	--

Military

Mandie Ball - Lead	<ul style="list-style-type: none">• Attends Allied services meetings• Work with Tedworth House• Advertise all roles/jobs with the HIVE• Attend the South/West Recruitment Fair• Have a Recruitment Stand @ Tidworth covering all South Wilts Military bases, every 3 months. Also covers Spouses
--------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------