

A Leicestershire Police Service that reflects our diverse community

A shared journey to the goal expressed by the Police and Crime Commissioner for Leicestershire at the culmination of Black History Month 2020

"I want a step change to a situation where not less than one in four of the new recruits to the police family comes from the Black, Asian and Minority Ethnic community, with a particular focus on Black Africans/Afro-Caribbean community."



Lord Willy Bach, Police and Crime Commissioner addressing the Leicester African Heritage Alliance Community Forum on Friday 30 October 2020

Our COMMITMENT

We will drive culture change through:

- Paid black graduate intern positions within the Police and the OPCC
- Bursary programme to encourage black recruits
- Identify and champion black 'Community Challengers' to provide independent scrutiny
- Encourage this thinking across all OPCC partnerships

Police RECRUITMENT

- The 'Not less than one in four' goal will be embedded in the Leicestershire Police Force Management Statement
- Progress against recruitment targets and plans will be regularly reviewed and reported internally and externally
- Obstacles and challenges will be subject to regular scrutiny by the OPCC with the support of our Community Challengers

Black Community ENGAGEMENT

- Solutions cannot come solely from within the Leicestershire Police
- Practical ideas and initiatives will be actively solicited from within Leicestershire's underrepresented groups
- Black Community Challengers will be invited to experience operational policing
- Black ideas matter, and they will be listened to

Black Community ACTION

- The police are the public, and the public are the police, the black community is an integral part of Leicestershire's public
- The black community is part of the solution and a key ally in the work to improve underrepresentation, drive culture change, and alter perceptions of black policing
- 'Not less than one in four' will only be achieved with black community support

Partner & Stakeholder INFLUENCE

- We will protect our diverse community and prevent harm. This is best achieved through partnership working
- The OPCC will work to encourage the adoption of a Positive Action Strategy by all partners
- We expect to see a diversity progress report on the agenda at all meetings which the OPCC attends



Taking forward our commitment to not less than one in four