

Chief Constable
Chief Constable Robert Carden
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



12th February 2025

Dear

FREEDOM OF INFORMATION REQUEST – FOI 74/25 Diversity training

I refer to your request for information received by Cumbria Constabulary on the 17th of January 2025. I note you seek access to the following information:

Please provide the latest inclusive language guide document for staff and other documents used for internal diversity training.

Your request for information has now been considered and I can confirm Cumbria Constabulary does hold some information relevant to your request and where this is the case I have today decided to disclose this to you.

The information in response to your request has been provided by the Constabulary's Positive Action Unit and Training department.

Answer-

Cumbria Constabulary follow the latest national guidance on inclusive language and do not hold localised documentation.

Please see the attached PDF which includes the diversity training document provided to student officers.

Whilst every care has been taken in the retrieval of the information provided, please do not hesitate to contact us for clarification, if you do have any issues or queries relating to this data.

Complaint Rights

If you believe your request has not been properly handled, or you are otherwise dissatisfied with the outcome of your request, you have the right to request an internal review.

In the first instance, please email freedomofinformation@cumbria.police.uk quoting the FOI reference number and explain why you are dissatisfied. Your complaint will be considered and a response will be provided to you after your complaint has been investigated.

If you remain dissatisfied following conclusion of the internal review, you have the right, under section 50 of the Freedom of Information Act, to complain directly to the Information Commissioner.

The address for the Information Commissioner can be found below:



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The Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Complaints to the Information Commissioner can also be made online:

[Make a complaint | ICO](#)

I would like to take this opportunity to thank you for your interest in Cumbria Constabulary.



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CUMBRIA
CONSTABULARY

Diversity

UCLAN POLICING

School of Forensic & Applied Sciences

University of Central Lancashire

Knowledge, Skills and Behaviours

K1.1a Duty of care	S1.2 Communicate Effectively
K1.1b Service Delivery	S1.17 Use of legal powers
K1.1C Employment practice	B1.1 Accountability
K1.1f Code of Ethics	B1.2 Integrity
K1.1g Professional Standards	B1.3a Emotionally Astute
K1.1h Equality, diversity and HR	B1.3b Value diversity
K1.2a Roles and Responsibilities	B1.4b Reflective
S1.1 Apply Authorised Professional Practice	

These are key KSBs for this session – see PCDA Apprenticeship Standard for full list.



Key Words

Discretion

Ethics

Liberty

Accountability

Appropriate

Acceptable

Morality

Equality

Respect

Values

Corruption

Democracy

Integrity

Diversity

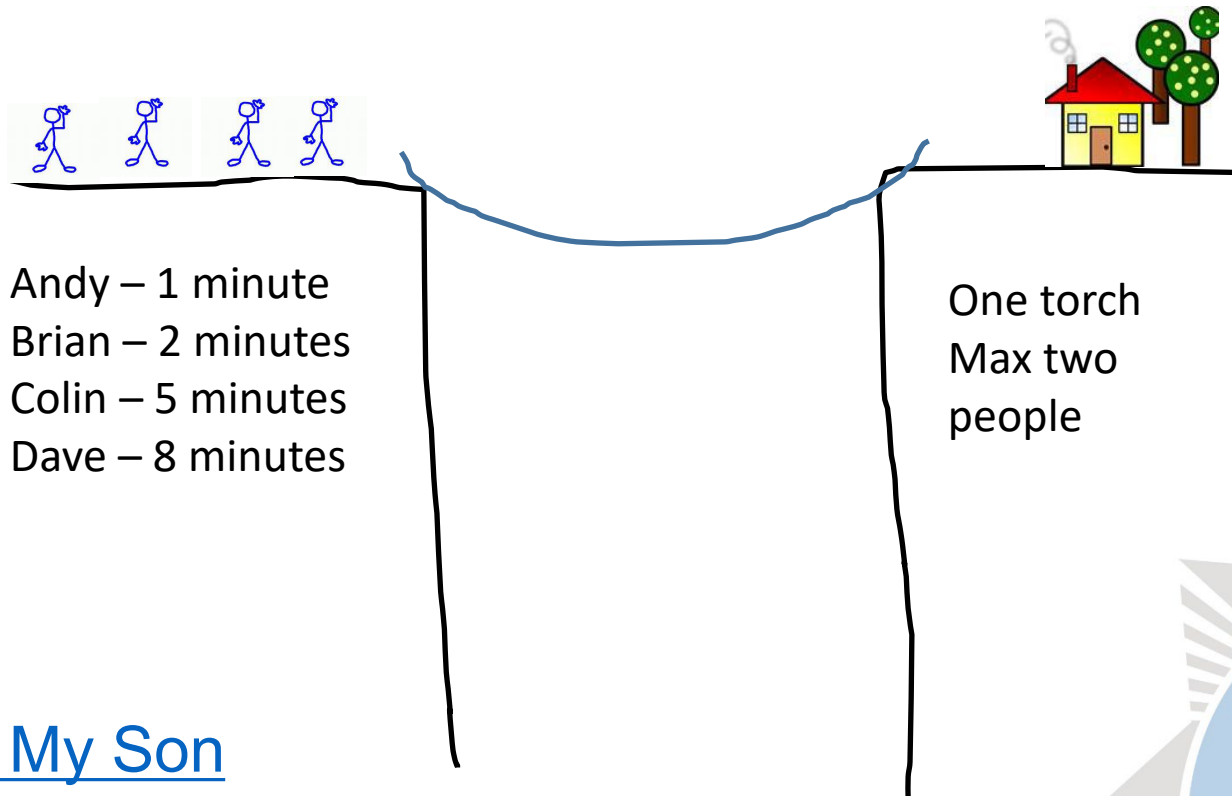
Human Rights



We will cover...

- An Introduction to the topic of Diversity, and what it means
- The history behind Diversity Training in a policing environment
- Our own values and beliefs
- The psychology of prejudice and discrimination, and the possible consequences
- Why we need Hate Crime legislation





He's My Son



Allport's Scale

- Scale 1 Antilocution
 - Majority groups feels fear about minority group
 - Using negative stereotypes by the majority (BBC)





Allport's Scale

- Scale 2 Avoidance
 - People in a minority group are actively avoided by members of the majority.
 - No direct harm is intended, but harm may be done through isolation
 - 5 Steps to Tyranny





Allport's Scale

- Scale 3 Discrimination
 - By denying of opportunities and services
 - Putting prejudice into action
 - Majority group is actively trying to harm minority group
 - 5 Steps to Tyranny





Allport's Scale

- Scale 4 Physical attack
 - Attacks on property
 - Attacks on individuals or groups
 - Physical harm is done to members of minority group
 - Free speech & Bystanders





Allport's Scale

- Scale 5 Extermination
 - Majority group seeks to exterminate minority group through genocide
 - 5 Steps to Tyranny





Unconscious Bias

- Constable Savage
- Constable Harwood
- Bias research task





Ethnic Minority Groups

In the UK?

19.5%

13% born outside UK

In Cumbria?

3.5%

2% born outside UK





History

- 1993 Death of Stephen Lawrence
- 1999 McPherson Report
- “Institutional racism”
- 1994 Zeinab Farah v Commissioner Metropolitan Police
- Police Act 1996
- Race Relations (Amendment) Act 2000





Definitions

Prejudice

Pre-judged ideas/views about people or groups based on previous experience, things we are told, stereotypes, mis-information

Discrimination

When we act on a prejudice, or fail to act because of a prejudice





Definitions

- Hate Incident

“Any incident, which may or may not constitute a criminal offence, **which is perceived** by the victim or any other person, as being **motivated by prejudice or hate**”

- Hate Crime

“Any Hate incident, which constitutes a **criminal** offence, **perceived** by the victim or any other person, as being **motivated by prejudice or hate**”

Gemma





Language and Attitude

“You can’t say that”

“You can’t say
anything – its PC gone
mad”

- Fox News
- says sorry
- Piers Morgan
storms off





Silent Discussion





Not long to go! Pregnant Kate tenderly cradles her baby bump while wrapping up her royal duties ahead of maternity leave - and William confirms she's due 'any minute now'

By Siofra Brennan For Mailonline and Rebecca English
Royal Correspondent For The Daily Mail
10:40 GMT 21 Mar 2018 , updated 07:43 GMT 22 Mar 2018



11k
shares

Why can't Meghan Markle keep her hands off her bump? Experts tackle the question that has got the nation talking: Is it pride, vanity, acting - or a new age bonding technique?

By Mail on Sunday Reporter
23:58 GMT 26 Jan 2019 , updated 16:45 GMT 28 Jan 2019



Kate's morning sickness cure? Prince William gifted with an avocado for pregnant Duchess



Kate Middleton's morning sickness could be cured with an avocado gifted to Prince William

Meghan Markle's beloved avocado linked to human rights abuse and drought, millennial shame



The pregnant Duchess of Sussex is a so-called "avocado on toast whisperer" (Image: GETTY)





SARAH VINE: How Kate went from drab to fab! From eyebrows and pilates to a new style guru, our experts reveal the Duchess of Cambridge's secrets to looking sizzling

SARAH VINE: My memo to Meghan Markle following her Vogue editorial - we Brits prefer true royalty to fashion royalty

By Sarah Vine for the Daily Mail

22:05 GMT 14 Jun 2019 , updated 20:54 GMT 16 Jun 2019

By Sarah Vine for the Daily Mail

22:00 GMT 29 Jul 2019 , updated 09:26 GMT 30 Jul 2019





WHITE BATTLE RAPPER GETS PUNCHED FOR DROPPING THE N-WORD DURING A BATTLE

BY MIRA B © JANUARY 21, 2020





'Currently chilling': Greta Thunberg ridicules Trump's angry tweets

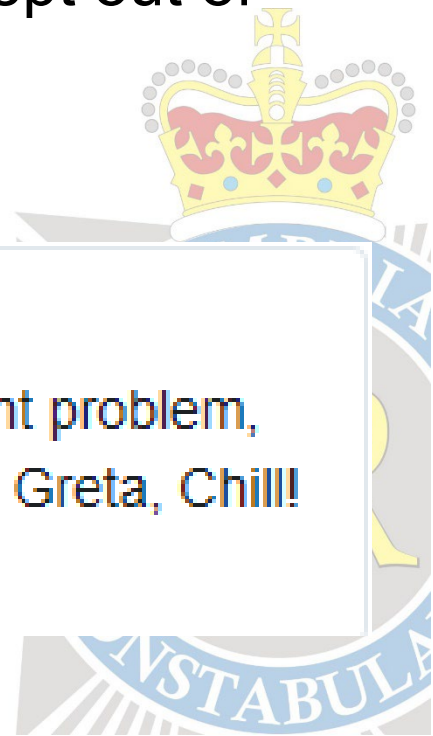
Trump posted insults about Thunberg weeks after his family was outraged over mention of teen son Barron at congressional hearing

“A minor child deserves privacy and should be kept out of politics” Melania Trump, Nov 2019

Donald J. Trump  @realDonaldTrump

So ridiculous. Greta must work on her Anger Management problem, then go to a good old fashioned movie with a friend! Chill Greta, Chill!
twitter.com/RealRomaDowney...

Dec 2019





“We should have a sense of humour about words like ‘paki’”

Bruce Forsyth

“We shouldn’t use the word ‘obese’, we should say ‘fat’ instead. It will encourage people to do something about it”

Junior Health Minister, touring a Bariatric ward.



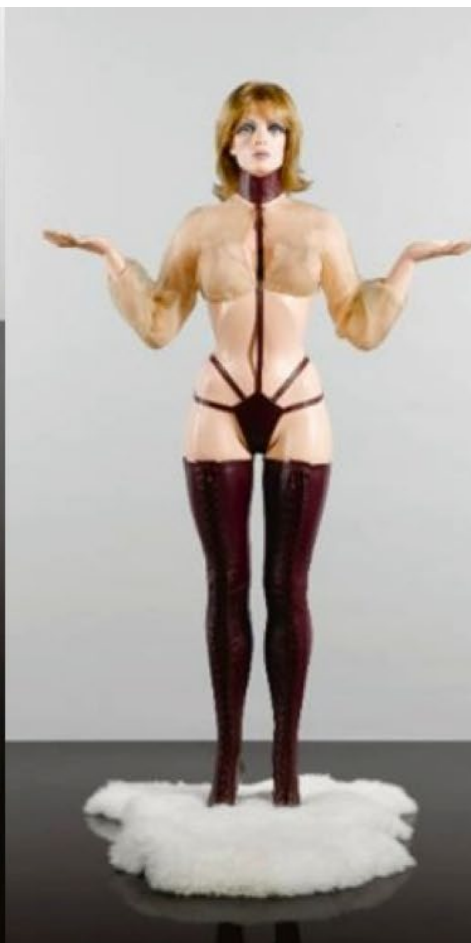
“What self-respecting woman is going to go along to a speed dating event that sells itself to men in that way?”



Nottingham's Old Angel Inn cancels 'Bag a Slag' event

“We were trying to throw the gauntlet down to say to single women: don't stay indoors and cower away this Valentine's Day, come to our event.”







“Wouldn’t you just love to see one of these NFL owners, when someone disrespects our flag, you’d say ‘Get that son of a bitch off the field right now. Out! He’s fired!’”

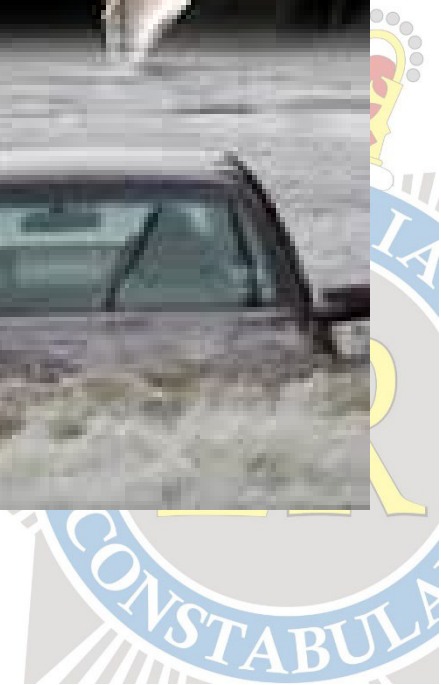
President Trump



“The scriptures make it abundantly clear that a Christian nation that abandons its faith and acts contrary to the Gospel, will be beset by natural disasters such as storms, disease, pestilence and war.

I wrote to David Cameron in April 2012 to warn him that disasters would accompany the passage of his same-sex marriage bill.”

UKIP Councillor David Silvester





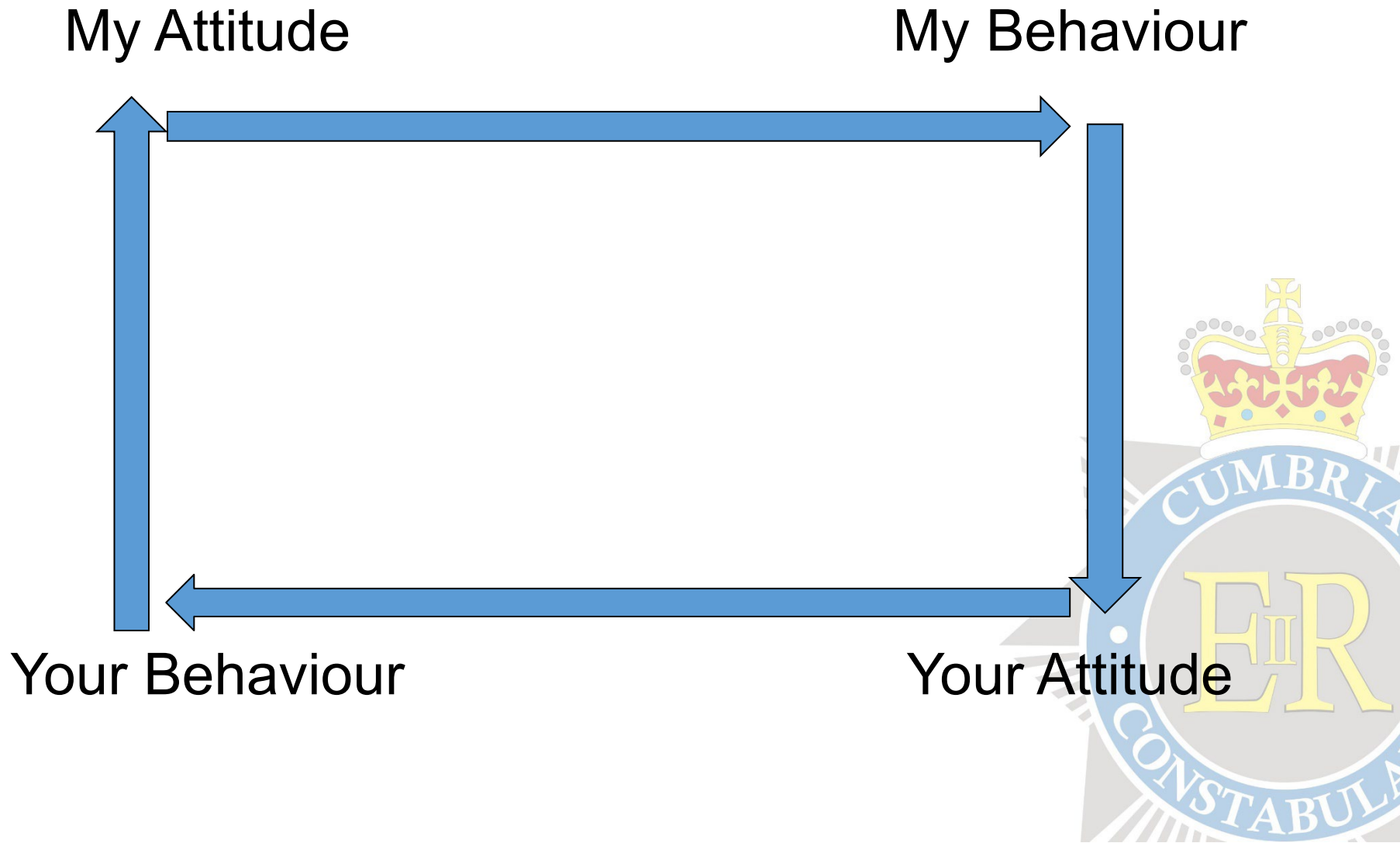
Value Implant Stages (Massey)

- 0 – 3 yrs Imprinting
- 4 – 13 yrs Modelling
- 14 – 19 yrs Socialising
- By 20 yrs values set
 - Significant event, personal experience, marriage, children, bereavement or joining armed forces/police





Betari's Box



Worlds Apart

