



Metropolitan Police Service

Diversity in the MSC



1. PROJECT SUMMARY

The Met has a corporate vision to ensure that its workforce 'looks and feels like London' in order to drive confidence and trust in the police and support community cohesion. This project seeks to increase the representation of BaME and female officers within the Metropolitan Special Constabulary Leadership, in order to test its impact on wider policing cultures and developing relationships with communities. This pilot involves research to identify inhibitors to applying for and succeeding in MSC promotion processes and to deliver interventions to improve representation of BaME and female officer in these processes.

2. KEY DELIVERABLES

This project will deliver:

- Evidence review of effective programmes, models or approaches which have led to increased representation of women and BaME groups in leadership positions
- Research into the perceptions and experiences of female and BaME Special Constables in the Met
- Process-review, relating to marketing, communications, applications, selection, support and feedback
- Design of interventions, approach, model, programme or changes to existing policies and processes

3. PROJECT RESOURCING/TEAM/COSTINGS

Resources from Metropolitan Police Service:

- Project Manager – Inspector Matt Cox, Matt.Cox@met.pnn.police.uk
- Implementation team – dedicated Sergeant and nominated Special Constable lead
- HR and learning and development support

Home Office Transformation Fund (£10,000) to be spent on:

- External company to gather perceptions and experiences of female and BaME Special Constables
- Production of advertising and communications materials as part of the intervention

Evaluation fund (£15,000)

- IPSCJ Team includes Dr Laura Knight, Dr Iain Britton and Dr Berni Doran
- Evaluation to include both process and outcome measures, focussed on changing attitudes, experiences and longer term culture change

4. TIMELINE

October 2017 – December 2017

- Process review
- Role profile review regarding language and marketing, based on existing knowledge
- External research company procured

January 2018 – May 2018

- Research conducted with existing Special Constables
- Evidence-review of 'what works'
- Process review based on outcomes of research and evidence-review

June 2018

- Development of a strategy to improve representation
- Engagement with stakeholders and independent scrutiny group

July 2018

- Implementation of new model/approach/policies/processes

July 2018 – February 2019

- Data collection for evaluation

March 2019

- Write up and dissemination of evaluation report

5. EVALUATION PLAN

The evaluation will include:

Process evaluation

- Interviews with stakeholders involved in the process of understanding data and previous experience and the design of the new approach
- Assessment of the link between activity and the evidence-base

Outcome evaluation

- pre- and post-implementation data capture, including applications, success rates, attrition, contribution etc.
- interviews with stakeholders, Special Constables and regulars post implementation of new approach
- impact on overall levels of engagement, motivation, morale, performance, skills assessments, relationships with regulars etc.
- longer term impact on police cultures and relationships with communities

6. PRODUCT

- Research report for perceptions and experiences of female and BaME Special Constables
- Evidence-review findings report
- Process-review findings summary report
- Strategy – increasing representation of BaME and female officers in leadership roles in the Special Constabulary
- Toolkit – model/approach/guidance policies and processes