

Police Training Roles Learning and Development Programme (Version 3.1)

Diversity in Learning and Development Module

Module duration:

5 days

Pre-requisites:

Delegates attending the Diversity in Learning and Development module will:

1. be experienced trainers, in possession of a Trainer Development Programme Certificate or equivalent qualification at Level 3 or above.
2. have previously attended the Advanced Facilitation in Practice module
3. have completed the Police Race and Diversity Learning and Development Programme (PRDLDP), all seven learning e-packages or equivalent workbooks

or

have achieved the National Occupational Standard AA1: Promote Equality and Value Diversity, or the equivalent standards 1A4 and 1A5

Principal content headings:

- **Strategic, organisational and individual responsibilities in relation to delivery of diversity training**
- **Community involvement in the learning environment**

- **Application of a range of training delivery skills employed within a diversity training context**
- **Application of skills to support learners through their experience of learning about diversity issues**
- **Diversity learning outcomes as a means of maintaining standards in relation to the Integrated Competency Framework (ICF) and Performance Development Review (PDR), incorporating Continuous Professional Development (CPD).**

Learning outcomes:

Learners who have successfully completed this module will be able to:

1. Identify strategic drivers for embedding diversity in police learning and development
2. Identify organisational responsibilities in relation to embedding diversity in police learning and development
3. Explain their own individual responsibilities in relation to valuing and promoting diversity in police learning and development
4. Demonstrate a reflective approach to their own diversity training
5. Evaluate their own learning and development against diversity occupational standards and ICF behaviours with a view to maximising CPD opportunities.
6. Identify diverse communities' experience of oppression and power and how this relates to mechanisms of discrimination in society
7. Demonstrate an ability to build effective relationships with people from diverse communities in the context of police learning and development
8. Identify opportunities for promoting community involvement in learning and development
9. Organise and manage effective community involvement events
10. Identify methods to build trust within a learning group in order to generate conditions for deeper exploration of diversity issues
11. Apply models and principles associated with valuing and promoting equality and diversity in police learning and development
12. Employ practical concepts of design and delivery in order to embed diversity in police learning and development

13. Evaluate the effectiveness of diversity learning and development events