

Diversity & Inclusion Strategy 2021-2024

Our **culture** is **everyone's** responsibility

We will be an **employer of choice** for all communities in Kent

- Reflect our community
- Enhance attraction, recruitment, retention and progression
- Remove barriers and promote flexibility
- Listen to the workforce and empower everyone to be their authentic self

We will be bold and confident as an **inclusive workplace** where everyone has a sense of belonging

- Use lived experiences to raise awareness
- Ensure policies are inclusive
- Promote wellbeing and fulfilment
- Work with Staff Support Associations

We will take **positive action** where appropriate and support everyone's career development

- Engage, encourage and empower our workforce to be ambitious with their progression
- Identify new and innovative ways to support recruitment from our communities and remove barriers
- Support staff to overcome barriers and provide opportunities for progression

We will develop our own **culture of continual professional development** around diversity and inclusion

- Continually reflect, educate, learn and develop best practice
- Build equality into organisational processes
- Recognise and reward innovative approaches to enhancing our culture
- Increase the declaration of protected characteristics

We will work with all Kent Communities, **partners and stakeholders** to provide an accessible and inclusive first class service

- Build strong community relations
- Provide equality of opportunity
- Work with public services to promote a shared inclusive culture
- Build trust and confidence through an open and transparent independent process examining police powers and procedures
- Work with the Independent Police Advisory Group to build strong community relations

Enablers



Leadership



Communications



Data quality



Education



Environment

"In order to improve we need to have open and honest conversations, whilst remaining respectful and aware that our language and behaviour can sometimes cause offence. We need to be open to feedback, acknowledge our mistakes and reflect on our behaviour, without being defensive."

Inclusivity

Engagement

Awareness

Understand & Embrace

Empower

Trust & Confidence

It's okay to make mistakes