



**HAMPSHIRE & ISLE OF WIGHT**

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**CONSTABULARY**

**Chief Inspector Matt Reeves**  
Professional Standards Department

**Karen Scipio MBE**  
Inclusion and Wellbeing Manager



News > UK > Crime

# Police unit 'recorded making racist, sexist and homophobic comments'

Six officers are accused of breaching professional standards

**Ben Mitchell** • Monday 19 October 2020 17:44 BST



# Objectives

- Change Culture/Behaviour
- Raise Knowledge levels
- Upstander Approach
- Engage the good, but silent majority
- Identify staff/officers of interest
- Platform to develop ongoing CPD
- Share lived experiences /solutions

# Approach

- G/Misconduct Case debrief & Learning
- Identified Skills gap
- Employment Tribunal – Statutory Defence -All reasonable Steps-
- Demand – Changing Society
- Inclusion Matters/Allies/Banter/Micro Aggressions
- Coaching Motivational Approach
- Mandatory – Linked to Pay progression
- COG Attendance & Support
- University of Reading Tracking and Evaluation
- Outcomes – Changed Behaviours - Increased confidence – Take up of allies – Increased reporting to E&I team.



## Basingstoke Unites Against Racism

10 November at 13:13 · 🌐

Another great session with our young people this week [Brighton Hill Community School](#) with students from [Basingstoke College of Technology](#) in attendance.

The team from [Basingstoke Cops](#) put them at ease very quickly and students were engaged with understanding the stop and search power, how to remain calm and respectful and experience some of the hear the officers use everyday.

Brighton Hill Community School students in attendance who form their Race Equality Group will in ... [See more](#)



## Black History Month Basingstoke

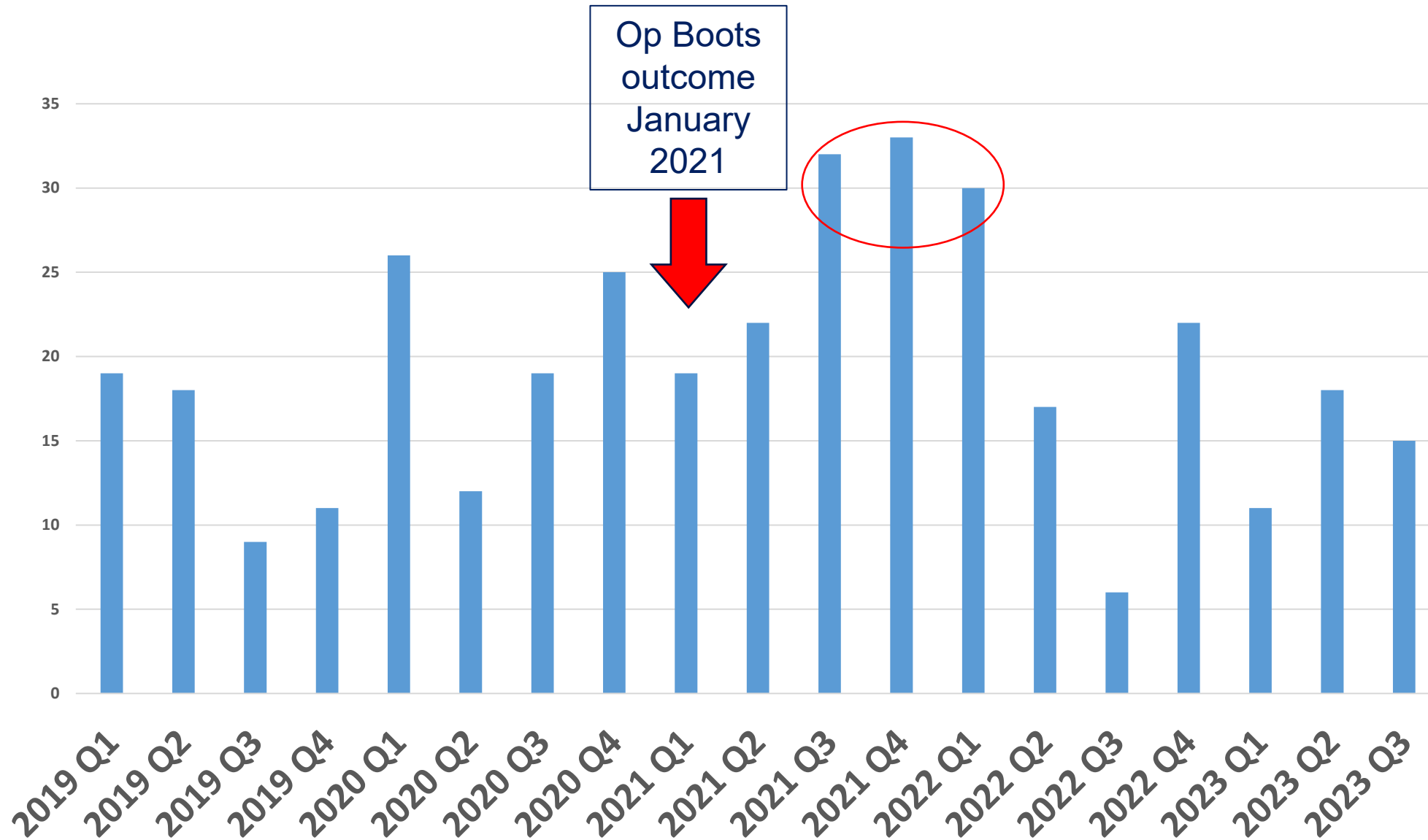
25 October at 18:00 · 🌐

Zaliha's drive to engage with such a breadth of communities in Basingstoke has been fantastic and has helped to build connections across stakeholders in Basingstoke. We salute Zaliha for helping to foster better connections with the police. [#salutingoursisters](#) [#bhmbasingstoke](#) [#sisters](#)





# Discrimination complaints recorded by HIOWC PSD







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Questions?

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