



Your reference: n/a

Our reference: FOI_25_0062

E-mail: FOI
@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 14/02/2025

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_0062

On 20/01/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

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

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

I can confirm that the Constabulary does not have an 'inclusive language guide document'. However, please see below the list of contents of each of the modules that forms part of The Diversity, Equality & Inclusion Programme – Breaking Barriers.

Further information can be found on the Constabulary website under the Better Together page via the following link:

[Better Together - Our approach to Diversity, Equality and Inclusion | Gloucestershire Constabulary](#)

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post –

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary

The Diversity, Equality & Inclusion Programme Breaking Barriers

BREAKING BARRIERS is a modular developmental experience for underrepresented groups within the Constabulary.

It is a practical and highly experiential 'learning experience' designed to increase the knowledge, skills and confidence of those who traditionally face barriers in the workplace when it comes to promotion and performance.

Session 1: Developing Resilience

Learning about resilience and its heightened importance for people from marginalized groups. A reflective session focused on helping participants understand how personal growth and allyship are central to the development of resilience and grit in individuals from marginalised backgrounds.

- Explore the concept of resilience and why underrepresented groups need to cultivate it more.
- Learn the distinction between 'grit' and 'resilience' and why this difference is important.
- Understand how childhood experiences shape a person's ability to be resilient and how to strengthen it in later years.
- Get introduced to the 'six domains of resilience' and learn how to thrive in the face of adversity.
- Understand the connection between 'belonging' and feeling 'psychologically safe.'
- Explore how 'allyship' and 'inclusive leadership' are essential in fostering resilience in individuals with diverse characteristics.

Session 2: Inclusive Leadership

Understanding allyship in relation to underrepresented and nondominant groups. An opportunity to learn about allyship and what it means to be genuinely supported by an inclusive leader. A lesson in 'supportive leadership', where leaders actively seek to meet the diverse personal needs of their varied workforce.

- Discover what it means to belong somewhere and how this connects to being our best selves.
- Learn about the importance of belonging, especially for underrepresented groups.
- Gain a clear understanding of privilege and how your own level of privilege (or lack thereof) compares to others.
- Understand how leaders can create environments where people feel they belong.
- Explore the role of allyship in fostering spaces where people can be their authentic selves.
- Learn how leaders can become better allies by being more inclusive and supportive.
- Discover how leadership behaviours influence and shape inclusivity.

Session 3: Effective Communication

Learning to adapt your personal communication style. An opportunity to explore how personalities influence communication styles and how to master the art of adapting your communication to get the best out of those you interact with. A practical learning experience focused on improving communication effectiveness.

- Discover your personality 'type' and learn how it shapes your communication with others.
- Identify your default communication style and your preferences for how others communicate with you.
- Explore the impact of communication on employee commitment, engagement, and motivation.
- Learn to recognize different personality types in others and understand a variety of communication styles that differ from your own.
- Experiment with adapting your communication style to increase its impact.
- Understand how high-pressure situations can negatively affect communication.

Session 4: Speaking with Confidence

Using your voice as a 'power tool' to increase impact and influence. An opportunity to learn about voice projection, body language, and presentation skills as mechanisms for engaging an audience and inspiring action. A masterclass in speaking and presenting effectively.

- Learn how to speak with impact and increase your influence by using your voice as a 'power tool.'
- Explore the key criteria people are assessed on when communicating and how to master the 'seven presence observables.'
- Understand the connection between 'vocal mastery' and 'body language' and how they shape a person's presence and gravitas.
- Get to grips with the method of 'storytelling' and apply a proven storytelling framework.
- Discover the benefits of using metaphors, anecdotes, and props to engage your audience.
- Learn how to effectively use visuals as a backdrop to enhance your communication.

Session 5: Leading with presence

Learning to lead with gravitas and presence to increase your personal impact. An opportunity to develop greater confidence and conviction, enabling you to engage more effectively with the people you work alongside. A hands-on experience in using the body to overcome the mind's natural insecurities and inhibitions.

- Discover the value of 'mind over matter' and understand how our thoughts shape how we position ourselves in life and work.
- Explore what it means to have a compelling personal brand and take steps toward defining your professional brand.
- Understand what professional presence is and learn how to increase your confidence and gravitas as a professional in the workplace.
- Learn how to craft and deliver a compelling personal story with confidence and conviction.

Session 6: Climbing the career ladder

Exploring career journeys and the importance of personal and professional branding. A reflective lesson in understanding and leveraging your core strengths while also learning to enhance the areas where non-dominant groups often face challenges. A helpful guide for exploring the various career pathways that are available.

- Understand what career journeys look like and what it takes to climb the ladder by exploring the different stages of career development.
- Identify your strengths and weaknesses and learn how to leverage your diversity as a strength rather than viewing it as a barrier.
- Understand the difference between 'Rockstars' and 'Superstars' and have identified which one you are in determining your career trajectory and pace.
- Reflect on the importance of living your values and being clear about "who you are", alongside the significance of "what you do".
- Evaluate your circle of influence by identifying the mentors and critical friends who can support your career growth and development.
- Gain real-world interview experience and peer feedback, through live role-playing interviews.

Session 7: Inclusive Cultures

Discovering the 'iceberg of cultural identity' and its impact on a person's personal style and preferences. An opportunity to understand how cultural identity shapes who we are and how we function in the workplace. A reflective exploration of what constitutes a great organisational culture and how to create an environment where people can bring their authentic selves to work.

- Understand what organisational culture is and how to cultivate a healthy, non-toxic environment.
- Explore the role that history, stories, values, rituals, heroes, and communication-systems play in shaping an effective, impactful, and memorable organisational culture.
- Reflect on how personal customs and cultural backgrounds—shaped by our upbringings—affect our integration into systems that may differ from our own, both positively and negatively.

- Discover how Staff Support Networks can contribute to shaping the culture of an organisation and help create a more inclusive environment for people from all walks of life.
- Discover the crucial connection between values and behaviors and understand how deeply intertwined they are.