

**HMIC National Thematic Inspection Report June 2001
Winning the Race: Embracing Diversity**

Ref.	Recommendation	Progress update	MPA Action
2.	HMI recommends that the CRR Occupational Standards, developed by NPT, are adopted throughout the Service and absorbed into PDR processes. These standards should become the principal tool for assessing staff in relation to issues of diversity, whether on performance review or selection processes. (Para 7.24)	The National CRR Occupational Standards were developed by National Police Training, following work within the MPS. Piloting of these standards was undertaken on Hammersmith & Fulham, Camden and Tower Hamlets. Implementation of the standards is concentrating initially on integrating the standards into all training at Peel Centre, Hendon. A Diversity Implementation Steering Group was established in November 2001 for this purpose. Over the past 10 months, each school has been using the occupational standards to conduct a gap analysis of courses to identify areas for improvement in relation to diversity. At the end of September 2002, schools will be required to produce action plans detailing how these 'gaps' will be addressed. The Plans will be monitored and reviewed by the Diversity Implementation Steering Group over the coming months.	To note.

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6.	HMI recommends that only 'qualified' trainers are used in CRR training and that NPT and ACPO compile a suitable definition of 'qualified' that the Service can adopt with common accord. (Para 7.38)	As previously reported it is considered that the selection and training of the police and associate trainers in the MPS fully meets requirements but a definition of 'qualified trainers' has not yet been provided. This is being pursued by the Clerk. During 2002, the MPS has been working with CENTREX on the development of CRR Occupational Standards for Trainers. Piloting is due to commence shortly. The MPS will be using the Trainer Standards to design a three-week trainer training programme, which will seek to establish a minimum level of diversity competency for all trainers employed at Hendon.	To note.