



CULTURAL AWARENESS

Creating and sustaining change

An eye opening training for Metropolitan Police new recruits

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THE DIAGNOSTIC

A police force not representative of its community

The Metropolitan Police Force (MPS), or 'Met', is Britain's largest police force. It has the most Black, Asian and Minority Ethnic (BAME) officers of any force, but it also has the biggest race gap of any force. While the Met's ranks are 15.4% BAME, 40% of the population of London is self-reporting being from BAME background. **Policing diverse communities with a non-diverse force has been proven to be divisive and ineffective.**

Translating into a lack of trust from the non-represented population

Research shows that **confidence in the police is lower amongst young Black men** than other demographics; young Black men perceive mistrust and **feel that the police have no respect for them**. They believe they are mistreated, and therefore they are often unwilling to cooperate or comply with White officers. A study from the Home Office showed that Black people are seven times more likely to be stopped and searched than White people and five times more likely to be subjected to the use of force. Policing recognises that the racial disparities affecting Black people are most acute and **the trust deficit presents a significant challenge to police legitimacy and effectiveness.**



WHY IS ELEVATED MINDS THE RIGHT ANSWER?

We specifically work with young people at risk of becoming involved in crime.

Our participants all come from low-income background in predominantly black communities. Reverse Mentoring takes them on a life-changing journey, that increases their motivation and aspirations, changing worthlessness into success. Through personal development workshops and the opportunity to mentor Police officers, we empower young people to develop their self-confidence, build essential life skills, and overturn the relationship they have with the police.

This journey works both ways: police officers are able to engage with the community

Officers make meaningful connections with young people, and have a renewed sense of their own commitment to serve their communities. Being trained by young people from the community they service enhance officers' self-awareness and challenge their perceptions and stereotypes. It equips them to communicate with younger people, and approach their work through mutual respect.

This programme directly aligns with the vision of the 'Police Race Action Plan'

It builds trust and confidence from the community towards the Met, and helps build a police service that is anti-racist in order to improve policing for Black people. It contributes to the MPS reaching its objective of improving the legitimacy of policing amongst Black and Minority Ethnic populations to build a diverse, effective force and ensure Black and Minority Ethnic officers sign up.

OUR IMPACT



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Elevated Minds has been delivering Cultural Awareness in London since end of 2021. They are a success since the start!!

500 new recruits trained

91% of participants are very satisfied with the quality of the training – they scored it 4.8/5

94% of participants found it very helpful in building their confidence to communicate with children and young people

80% reported the session encouraged them to engage more with the community, listen and communicate better, be more mindful and treat people with respect

“*The session was fantastic, really engaging and interesting and the young people who came were brilliant*”

“*It was brilliant to get the conversation going and talk about racism and bias.*”

“*The session was really good and eye opening*”

“*What stood out most of all was hearing black voices and how policing has affected them. The whole day was really amazing and I am so glad we had it.*”

THEY SAY IT BETTER



Seb Adjei-Addoh

BCU Commander Central South
(Lambeth and Southwark)

*“ One of our London ads features a young person who worked with the Met as part of a youth mentoring programme ‘Elevated Minds’. Previously he’d never considered a role in policing but since working with the Met, he has discovered how **rewarding a career in policing** can be and is now applying to become an officer.”*

[Link to the audio of the ad](#)

Elevated Minds programmes are recommended by
Detective Superintendent Ron Lock - NPCC
Community Engagement and Relations Workstream Co-ordinator



PC Nsikan ETUK
Safer Schools AS
Central South

*“ **Elevated Aspirations** has been one of the **most effective programmes** the police have provided for **young people** in my 20 plus years of policing.*

*By providing a platform of engagement for Police and young people to come together **the results have been remarkable.***

*The feeling this programme provides through being **re-energised and reconnected with the community** is a powerful one that has been **extremely beneficial for policing personnel.**”*

Session content and format



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FORMAT

The Cultural Awareness sessions are 2.5hrs long.

They are delivered by 4 young people – aged 16 to 23 – who are recruited among the participants of Elevated Minds. They are prepare the session and are trained by Elevated Minds' CEO.

They all come from low-income primarily black boroughs of London.

CONTENT

The purpose of these sessions is to improve communication and confidence between the police and the Black community.

New recruits will hear directly from young black people their personal experiences of policing

Themes:

- The Casey Review and young people's views on it
- Discuss how and why black communities can be respected and treated in a fair and equitable way by officers.
- Initiatives to build trust between the police and the black community
- Restorative approach to Stop and Search demonstration and discussion



ELEVATED MINDS OTHER PROGRAMMES



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While Cultural Awareness is the programme we've delivered the most, Elevated Minds offer other other programmes to further repair the relationship between the Police and the young people. Our proposals for these programmes are available on demand.

OUR METROPOLITAN POLICE PROGRAMMES

Elevated Aspirations

Aspirations is a 10-week work experience and coaching programme delivered in coordination with a Police Station and a school in the same borough. During 2 weeks, young people will shadow police officers in their day-to-day life, getting to know more about their work and them as people. Insightful community input sessions and 1-1 coaching further support a mindset shift in the young people towards the police and their role in the community.

Reverse Mentoring

A 6-month programme combining workshop facilitation, training young people in mentoring skills and reverse mentoring. Young people learn tools that they can use with their mentee via fortnightly workshops led by a qualified and experienced coach/workshop facilitator.

Restorative Approaches Breaking Barriers and Building Bridges

This programme aims to develop positive relationships between the police and young people, by promoting understanding and learning on the part of the young person and the police officer who stopped and searched them. It increases safeguarding support for vulnerable individuals and can inform the training and procedures of stop and search.

GET IN TOUCH WITH OUR TEAM



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We envision a world where young people and their families are equipped and empowered to know who they are, identify their purpose and raise their aspirations.

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Simon Campbell
Project Manager

Si has over 15 years experience in the education sector where he taught Mathematics, was head of year and Pastoral Manager in inner city schools in Birmingham. Si is passionate about supporting young people to live a life where they are reaching their potential, whether they are at risk of exclusion, gifted and talented or anywhere in between.



Doreen Sinclair- McCollin
CEO and Founder

Doreen is a creative professional who has held various positions within the education sector for the past 30 years. Her work with young people is phenomenal, both within mainstream settings and a number of alternative provision settings.

Doreen works closely with parents, which she believes is essential as it significantly impacts their child's attitude toward their learning, self-confidence and self-esteem.



Akeila Browne
Director of Coaching,
Development and Training.

Akeila has a wealth of experience in coaching, as well as qualifications in Neuro-Linguistic Programming, life coaching, hypnosis, career guidance and development and has completed an MA in Coaching at the University of Warwick. She specialises in helping clients to overcome mindset blocks and become more connected to their genius, resulting in a greater impact, presence and higher performance.



Our honorary team members:
PC Nsikan Etuk and
DC Parveen Raheeman

THANK YOU



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