

Modern policing in the 21st century – time for inclusive cultural shift

Looking at the equality, diversity and inclusion culture of policing and law enforcement, with emphasis on officers and staff with neurodiversities and disabilities.

Key details

Lead institution	Liverpool John Moores University
Principal researcher(s)	Jack Fitzpatrick j.s.fitzpatrick@2019.ljmu.ac.uk
Police region	North West
Collaboration and partnership	<p>This project is supported by:</p> <ul style="list-style-type: none"> • the Merseyside Police Inclusion, Wellbeing and Engagement team • Liverpool John Moores University
Level of research	PhD
Project start date	February 2023
Date due for completion	December 2027

Research context

Policing culture and diversity and inclusion has never been more in the public eye. This is due to the focus on conduct of officers and staff within police forces in the UK following the Baroness Casey Review of the Metropolitan Police and the unacceptable criminal conduct of Wayne Couzens and David Carrick.

The aims and objectives of this study are to improve the inclusive culture and environment for police officers and staff within law enforcement, with an emphasis on disability and neurodiverse conditions. This project is supported by Merseyside Police where inclusion is one of five force priorities.

With the support of Merseyside Police, data will be collected via one to one interviews, focus groups and surveys. These methods will evaluate the membership, participation and decision-making capacities associated with existing equality, diversity and inclusion (EDI) structures. This includes the ability to influence culture change and policy formation, and the negotiation of a phased-approach for adaptive organisational and policy change.

It's hoped that the study will stress the importance of the business case for EDI within the organisation, document best practice and make recommendations for areas for improvement.

Research methodology

The researcher will be working with Merseyside Police to:

- evaluate employees' awareness and perceptions of existing EDI mechanisms and strategies
- explore ideas for the potential development of new and alternative EDI initiatives within the force

Between 30 and 40 participants will be selected as part of a stratified sample. The participants will represent staff from the EDI team, police officers and police staff, and the senior leadership team – along with related committees and structures – that extend across the organisation.

Semi-structured and in-depth interviews will be conducted along with focus groups. These aim to understand the levels of engagement, participation, and associated perceptions of the impact of existing EDI structures on policy and everyday life for staff across the organisation.

The research methods will include:

1. semi-structured, in-depth interviews with police officers and staff within Merseyside Police
2. focus groups with partner agencies within the law enforcement sector
3. surveys to understand the wider force feeling of EDI and neurodiversity

Geographical area

Merseyside.

Target sample size

30 to 40 participants.

Tags

- [Diversity and inclusion](#)
- [Equality](#)