



DPA 12 Point Action Plan

UK Police Services*

1. Robustly challenge disableism in all its forms, for example, a zero-tolerance approach on terms such as 'sick, lame and lazy'.
2. Separate wherever possible, including in procedure, policy and practice, any link between disability, diverse ability or cognitive difference and a lack of integrity.
3. Seek, use and encourage alternative language which supports the 'social model of disability' [Social model of disability | Disability charity Scope UK](#) and celebrates the contribution of disabled people. Use terms such as 'advise' or 'share' instead of 'disclose' when discussing difference.
4. Consider terms, such as 'fully deployable' and 'restricted' as potentially divisive, understanding that these have the impact of devaluing staff and officers and undermining the important role they play in keeping the public safe and catching criminals.
5. Accurately measure numbers of disabled staff by asking appropriate questions having regard to the definition of disability under the Equality Act.
6. Reduce sickness levels and the prevalence of grievances and employment tribunals involving disabled staff by supporting mandatory training for all Sergeants and Inspectors in the Equality Act, Health and Safety, Public Sector Equality duty and College of Policing's recently published Reasonable Adjustment Toolkit. [Workplace adjustments resources support diversity in policing | College of Policing](#)
7. Support mandatory training for all staff and officers in the social model of disability.

8. Commit to meaningfully working with both local and national staff networks and other forces as critical friends; to share best practice and to fully support personal storytelling and awareness campaigns.
9. Actively support and publicise positive images of staff and officers with diverse abilities both internally and externally, demonstrating the richness and talent a diverse workforce can bring to the Police Service across UK.
10. Celebrate where we have got it right by publicly championing supervisors and managers who show a real commitment to diversity and inclusion and how this enhances job satisfaction and improves service delivery.
11. Set up Diversity and Inclusion boards to drive and measure performance against these objectives. Ensure boards have clear governance and consistency, communicating the direct correlation between 'getting it right' internally, building trust and engagement with our communities, cutting crime, and saving lives.
12. Commit to becoming a Disability Confident Leader by working with existing partners such as Purple Space [PurpleSpace - networking hub for disabled employees, employee network leaders and their allies](#) Business Disability Forum [Business Disability Forum](#) , Disabled Police Association, National Police Autism Association and others

Disabled Police
Association

*All UK police services inc. Police Scotland, PSNI, Guernsey Police, Jersey Police and Isle of Man Police, British Transport Police, Civil Nuclear Constabulary, Ministry of Defence Police, National Crime Agency National Police Air Service.



We are the national body representing disability support networks from police forces across the UK. Our main aim, and a key part of our [strategic vision](#) is to promote equality of opportunity for disabled people working within the extended police family.