

THE
**Disabled Police
Association**

Serving with diverse abilities



**Our Strategy
2021 - 2024**

Our Vision

The DPA works with others to shape a police service where institutional diverse-abilities are valued and the focus continues to be on all that an individual is able to do, within an inclusive and accessible workplace that enables them to fulfil their potential as their authentic selves.



Superintendent Simon Nelson
Disabled Police Association President

Our Mission



To support and represent those affected by disabilities, including those who live with conditions but do not refer to themselves as 'disabled', by working with others to provide the best possible knowledge through lived experience and interests, united as representatives of a national confederation of local networks and as a voice for one of the communities we serve.



Our Membership

We will continue to work with others to ensure that workplace adjustments are consistently, supportively and effectively provided across all forces and in the spirit of maximising talent.

We will continue to promote equity in progression and assessment procedures which respect the challenges of an individual without them having to prove the legitimacy of their condition, whilst understanding that valuing diversity requires more than treating everyone the same.

We will continue to provide the best possible support and advice to our local DPA staff disability networks who provide the in-force assistance to members, sourcing information relevant to specific conditions and promoting their value as committed volunteers with the benefit of lived experience. This includes lobbying for better funding for the DPA and consistent support.

We will encourage others to evolve a police culture which encourages those with conditions relevant to disability to share their information without fear of being treated negatively or their integrity questioned and given confidence to know it is safe to say "This is who I truly am".



Our Workplaces

We will encourage forces to shift the focus from associating disability with illness and absence to supporting a social model which recognises the commitment and resilience of disabled colleagues, often only limited by what they are not enabled to do by others.

We will continue to encourage and advise others to provide a working environment that is accessible to all, whether that be physical access requirements within a force's Estates Strategy, effective access to information systems, effective use of the Access to Work scheme, or any other necessary resources required for a disabled colleague to work effectively.

We will promote the need for and value of ensuring trust is built within psychologically safe workplaces, where dignity is protected, derogatory comments about an individual's disability are regarded as unacceptable as those for other protected groups and there is genuine interest in recognising and using the most supportive terms we prefer.

We will encourage the representation of disability as one of the largest protected groups, across a broad range of business areas and encourage forces not to confine them to just a few.



Our Service



We remain determined to work with others to evolve and enable a more diverse, inclusive and accessible police service. This includes informing and influencing others with the hopeful expectation that nothing is discussed 'about us without us'.



We recognise that although the particular needs of specific groups need to be respected and supported, disability needs are relevant to all and essential to ensuring the recruitment, retention and progression of all diverse staff groups. For this reason we stand close with the other staff associations in the interests of those members we share and encourage person-specific support.



We will support leaders to fully understand equality impact risks, reassess the necessity and proportionality of policy and procedural requirements, as well as building advocacy for diverse abilities as part of supporting wellbeing, particularly good mental health.



We will encourage others to understand how supporting diverse abilities creates capacity and best value within our police service and support the creation of a disability in policing blueprint which sets out the means to achieve that consistently across all forces.



Contact Us

Get in touch to find out more:

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Website



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Twitter



[@DisabledPolAssn](https://twitter.com/DisabledPolAssn)
(General Account)

[@DisPolPres](https://twitter.com/DisPolPres)
(President's Account)

