



Discussion at: Joint Independent Ethics Committee (JIEC)

JIEC Date: 3 December 2025

Subject/ Dilemma: Engaging Guest Speakers in the Cultural Awareness Training and Language used during training

Report of: West Yorkshire Police

Presenter: Superintendent Helen Madden

1. PURPOSE

- 1.1 To obtain independent advice and opinion from the Joint Independent Ethics Committee Members to inform and influence decision making
- 1.2 To seek independent ethical advice on involving community voices in West Yorkshire Police's Cultural Awareness Training (CAT)

2. BACKGROUND

- 2.1 CAT is a two-day programme aimed at improving cultural awareness, addressing racial inequality, and supporting the Police Race Action Plan.
- 2.2 Over 6,000 officers and staff have completed the training, which has been nationally recognised as best practice.
- 2.3 There is strong support for including authentic community voices, particularly from Black communities, to share lived experiences of racism and discrimination.

3. PROPOSAL

- 3.1 CAT Reintroduce guest speakers from Black communities to share experiences, either:
In-person at the training venue, or
Via pre-recorded video testimonies.
- 3.2 Contributors would receive a sessional payment and expenses.
- 3.3 Safeguards proposed include structured onboarding, clear boundaries, and welfare support.

4. ETHICAL CONSIDERATIONS

- 4.1 **Risk of Harm:** Using personal trauma as an educational tool could be exploitative or harmful.
- 4.2 **Vulnerability:** Economic disparity may create risks of undue influence.
- 4.3 **Duty of Care:** Ensuring psychological safety for both speakers and delegates is essential.

5. BENEFITS

- 5.1 Aligns with the Police Race Action Plan by listening to community voices.
- 5.2 Humanises concepts like racism and disproportionality.
- 5.3 Builds trust and accountability between police and communities.

6. KEY QUESTIONS/ SPECIFIC AREAS OF FOCUS FOR THE COMMITTEE

The JIEC's independent advice and ethical opinions are sought on the following specific areas to inform and influence Senior Leadership decision-making.

- 1. Does the approach meet duty of care obligations for contributors?
- 2. Does payment introduce ethical risks of exploitation?
- 3. Which delivery method (in-person or video) is ethically preferable?

Discussion Summary

After being presented with details from WYP, including a trainer for the Cultural Awareness, Members discussed the training and points raised from WYP.

- Members suggested exploring whether any training sessions could be delivered within a community setting to help further immerse delegates in the world of the cultures they are learning about and would be a tangible demonstration to communities that the police could be more approachable.
- Members supported the proposal that guest speakers must be remunerated for their time.
- Members favoured in-person attendance over a pre-recorded video for delegates to be able to ask and receive real-time questions and answers and be able to better receive and feel the input from the guest speaker.
- Members offered caution in using guest speakers at all and amplified the importance of getting the right people.
- If the person does not feel entirely safe, they may not feel able to be totally truthful and this would undermine the principal of bringing them in.
- Someone with lived experience and/or a negative experience with the police may find the process traumatic if delegates asked unknowingly triggering questions. Delegates will move from a safe space in day one, able to ask any questions, to a more protected space in day two where questions may need to be thought through to ensure the psychological safety in the room remains.
- If someone with lived experience and/ or a positive experience with the police may be inclined to be unwaveringly supportive. Members noted the size and diversity of West Yorkshire and that one persons experience, would be only one persons experience.

- Members agreed once the training had been completed by officers and staff, improved working practice would need to be embedded within their work. Members suggested reviewing/visiting officers/staff 12-months post training to gather additional feedback to better gauge and demonstrate the impact of the training.
- Members advised developing a measurable framework for the force to gauge the actual level of impact since rolling out the training.
- Members confirmed their plan to attend the training, subject to availability.