1.	Title	Equality, Diversity and Professional Standards (optional) (14i)
2.	Level *	5
3.	Credits	20
4.	Indicative Student Study Hours	200
5.	Core (must take and pass), Compulsory (must take) or Optional	Optional (but must be a member of the Special Constabulary for it to be optional). Compulsory for all other students.

Foundation Level=3   Degree Year 1 = 4   Degree Year 2 = 5   Degree Year 3 = 6

PG (Masters) = 7

5. Brief Description of Module (purpose, principal aims and objectives)

During your time in the Police Service you will be expected to work with colleagues, criminals, partners and victims of crime from a wealth of background and cultures in a fair, diligent and impartial manner (taken from the Oath of Affirmation).

The purpose of the module is to ensure that as a potential member of the police service you are fully aware of the rigorous and high standards that are expected of you within this profession. It will allow you to understand and discuss the key concepts of equality and diversity and know the professional level of standards that you will be expected to follow in pursuance of a police career.

6. Learning Outcomes - On successful completion of this module a student will be able to:

(Add more lines if required)

1.	Describe and examine a range of key concepts and theoretical approaches within the field of equality and diversity.
2.	Provide an analytical account of social diversity and inequality, in relation to a typical community where the police service is expected to serve.
3.	Examine the values, practices and processes of professional standards within the police service.

Generic Learning Outcomes

4.	Examine and interpret data.
5.	Analyse findings and make recommendations.

7. Assessment

Pass on aggregate or Pass all components (modules can only be pass all components if this is a PSRB requirement)	N.A. / One assignment

Summary of Assessment Plan

	Type	% Weighting	Anonymous Yes / No	Word Count/ Exam Length	Learning Outcomes Coverage	Comments
1.	Report	100	Yes	3000	1-5	The purpose of the assignment is to raise awareness of the diverse and multi-cultural aspects of a county of their choosing in relation to the population they could be working for in the future.

Further Details of Assessment Proposals

Give brief explanation of each assessment activity listed

A 3000 word report encouraging students to research a policing area of their choice. They are expected to interpret local data to show understanding of a chosen demographic area and include all learning outcome elements.

8. Summary of Pre and / or Co Requisite Requirements

No pre or co-requisite requirements

9. For use on following programmes

Dip HE in Policing Practice

BA (Hons) in Policing Practice

1.	Module Leader	TBC

2.	Indicative Content

1. The different strands of diversity

2. Types of discrimination and the meaning of equality

3. Policing across diverse and complex communities

4. Recruiting a diverse workforce

5. Values (personal and organisational)

6. Disproportionality and the police

7. Police Ethics

8. Service delivery and employment practice

9. Effectiveness and value for money

10. Police Professional Standards/Nolan Principles of Public Life

11. Internal Support Groups/External Support Groups

12. Competency Value Framework

3. Delivery Method (*please tick appropriate box*)

Classroom Based	Supported Open Learning	Distance Learning	E-Learning	Work Based Learning	Other (specify)
X					Visits

If the Delivery Method is Classroom Based please complete the following table:

	Activity (lecture, seminar, tutorial, workshop)	Activity Duration - Hrs	Comments	Learning Outcomes
1	Lectures, Seminars	21 hours	General classroom based input	
2	Trips and visits	15 hours	5 x 3 hour visits	

3	Assignment Prep	10 hours		
4	Tutorials (group and 1-2-1)	5 hours		
5	Self-Study	149 hours		
	Total Hours	**200**		

If delivery method is *not* classroom based state lecturer hours to support delivery	

4. Learning Resources

To include contextualised Reading List.

Highly Recommend:

1. Stout, B., (2010). *Equality and diversity in policing.* Exeter, UK: Learning Matters

2. Thompson, N., (2018). *Promoting equality: Working with diversity and difference.* London : Palgrave

3. MacVean, A., Spindler, P., and Solf, C., (2014). *Handbook of policing, ethics and professional standards.* Abingdon, UK: Routledge.

4. Neyroud, P., and Beckley, A., (2013). *Policing, Ethics and Human Rights.* Abingdon, UK: Willan.

Recommended:

1. MacVean, A., and Neyroud, P., (2012). *Police ethics and values.* London: Sage.

2. Ortmeier, P.J., and Meese, E., (2009). *Leadership, ethics, and policing: Challenges for the 21st century.* 2nd Edition. London: Pearson Education.

Journals and Website:

1. College of Policing. Code of Ethics (Online). Available at: https://www.college.police.uk/What-we-do/Ethics/Documents/Code_of_Ethics.pdf Accessed:4th February 2019.

2. College of Policing. Diversity Statement [Online]. Available at: https://www.college.police.uk/Pages/Diversity.aspx Accessed: 4th February 2019.

3. Gov.Uk. Code of Ethics [Online]. Available at: https://www.gov.uk/government/news/code-of-ethics-launched Accessed 4th February 2019.

4. Gov.UK. Equality is Vital for Policing [Online]. Available at: https://www.gov.uk/government/news/equality-is-vital-for-policing Accessed:4th February 2019.

5. Gov.Uk. Police Workforce. Ethnicity Facts and Figures [Online]. Available at: https://www.ethnicity-facts-figures.service.gov.uk/workforce-and-business/workforce-diversity/police-workforce/latest Accessed: 4th February 2019.

6. House of Commons Home Affairs Committee. Police Diversity 2016-17 [Online]. Available

at: https://publications.parliament.uk/pa/cm201617/cmselect/cmhaff/27/27.pdf Accessed: 4th February 2019.

7. Police.UK. How diverse are the police? [Online]. Available at: https://www.police.uk/news/how-diverse-are-police5/ Accessed:4th February 2019