

# THE WAINWRIGHT TRUST

## **KENT POLICE EQUALITY CHAMPION WINS NATIONAL AWARD**

Kulbir Pasricha, a crime support officer with Kent Police, is this year's winner of the prestigious Wainwright Trust 'Breakthrough Award' – the national equality award for those unsung equality champions, whose personal efforts help create real progress on equality in the workplace.

The prize – a cheque for £1,000 plus a specially commissioned trophy from sculptor and jeweller Andrew Logan – was presented in Central London on 12 June at an event to celebrate the Trust's 20<sup>th</sup> Anniversary.

Kulbir won the award for driving forward equality in the workplace over and above her full-time role and personal caring commitments. In particular, in her own time and initially using her own resources, from September 2004 she began to design and run diversity workshops aimed at promoting a better cultural understanding among her fellow police and support staff employees, as well as improving trust and confidence among ethnic minority communities and to open up Kent Police as an employer of choice for ethnic minorities.

In the early days of the workshops she met some resistance from workplace colleagues but three years and 50 workshops later she has won the hearts and minds of colleagues and managers, and now enjoys immense support. So far, nearly 300 members of staff from Kent police, the police authority and the Crown Prosecution Service have attended the workshops which are led by Kulbir and take place in Gurdwaras and Mosques.

As a result of attendance at the workshops police officers have greatly enhanced their ability to respond effectively in their work investigating major crimes affecting Asian communities in Kent, and have demonstrably improved confidence in, and the reputation of, the police service in these communities.

Commenting on Kulbir's achievement, the Wainwright Trustees said: "There are many qualities which make Kulbir such a highly deserving and appropriate winner of the Award. Most striking for us was the way in which demand for the training was driven by front-line officers themselves. Equally impressive was the ease with which those officers were able to make immediate use of their learning in everyday policing work. These are the kind of outcomes every organisation would want to see from its diversity efforts."