

# A DAY IN THE LIFE...

## ... of a Force Diversity Advisor

For regular readers of The Standard, the name Theresa Peltier will not be new. We've covered her work as Diversity Champion within Derbyshire Constabulary before. However, the day before our interview she started a new and very exciting chapter in her work on diversity.



Theresa Peltier,  
Force Diversity Advisor,  
Derbyshire Constabulary

Theresa is now Force Diversity Advisor, within Derbyshire Constabulary. Her new role is essentially to provide advice and expertise on all diversity issues. Any new legislation regarding diversity will come through Theresa's office and she will help implement it into the force. The post is initially a six-month secondment, after which the permanent role will be advertised. Theresa says:

**"I'm only two days in and it's a very big role, with a steep learning curve, but I'm going to get my teeth into it, and in six months time I'm hoping I'll feel confident enough to apply for it permanently."**

Theresa's previous role has equipped her well for the new one. She spent 17 months helping to implement a diversity training programme within the force. The programme was linked to the National Occupational Standards in Diversity.

Once managers had been on the training course, Theresa would provide support to help them relate diversity issues to their individual roles.

The programme is now very much embedded in the force, and Theresa has cascaded the training to field-based trainers who will continue her work now that she has moved on. However, she still intends to be on hand if needed.

Over the last few months, Theresa's role had progressed beyond the initial remit of 'Champion' and she had recently been focusing much more on quality assurance – looking at evidence submitted for the programme to ensure it was at the required standard. That element of her role will continue, albeit in a less 'hands-on' capacity.

**"I've been there since the inception of the diversity training programme, and I'm probably the only person in the force with this particular specialism, so I'm keen to stay involved. I think it's important that I carry on as a member of the quality assurance group."**

One element of her role that she has had to sacrifice to make time for the new one is her position as Chair of the Black Police Association (BPA).

**"I'm still very committed to their work and will stay involved in whatever capacity I can."**

The work of the BPA includes projects such as the Youth Leadership Programme, which helps to develop disadvantaged young people by working with them on interview technique, communication skills, dealing with conflict and much more. Theresa says: