

Contents

Abbreviations	xiii
Special Features	xv
Introduction	xvii

1	Introducing Diversity	1
1.1	Chapter Outline	2
1.2	The Concept of Diversity	2
1.3	The Difference between Diversity and Equal Opportunities	5
1.4	The Nature of Equality	6
1.5	National Occupational Standards for the Criminal Justice Sector	8
1.6	Diversity and the Initial Police Learning and Development Programme	11
1.7	Chapter Summary	18

2	Key Concepts in Relation to Diversity and Fairness	21
2.1	Chapter Outline	22
2.2	National Occupational Standards Relevant to This Chapter	22
2.3	Introduction to the Concepts	23
2.4	Prejudice and Discrimination	24
2.5	Stereotyping and Labelling	32
2.6	Institutional Racism and Discrimination	34
2.7	Attitudes, Values, and Beliefs	37
2.8	Culture	41
2.9	Chapter Summary	44

3	Diversity—The Business, Ethical, and Legal Case	47
3.1	Chapter Outline	48
3.2	The Business Case for Responding to Diversity	48
3.3	Best Value	49
3.4	The Meaning of 'Business Case'	50
3.5	The Ethical Case for Responding to Diversity	55
3.6	The Legal Case for Responding to Diversity	61
3.7	Chapter Summary	67

4	Diversity Developments	69
4.1	Chapter Outline	70
4.2	Diversities in Policing	70
4.3	Police Associations	71
4.4	The Scarman Report 1981	75
4.5	The Stephen Lawrence Inquiry Report	76
4.6	Reports by the HMIC	80
4.7	Other Reports	83
4.8	The Independent Police Complaints Commission	85
4.9	The Commission for Equality and Human Rights	87
4.10	Chapter Summary	89

5	Diversity and the Idea of Community	93
5.1	Chapter Outline	94
5.2	What Does 'Community' Mean?	94
5.3	Britishness and the Debate About Multiculturalism	97
5.4	Britishness and Multiculturalism	98
5.5	Community Policing	103
5.6	Community Cohesion, Engagement, and Consultation	106
5.7	Police Community Support Officers	111
5.8	Chapter Summary	113

6	Responding to Diversity—Strategy, Policy, and Leadership	115
6.1	Chapter Outline	116
6.2	Organizational Strategy	116
6.3	Policy Responses to Diversity	126
6.4	Diversity and Leadership	128
6.5	Chapter Summary	133

7	Diversity—Hard Issues	135
7.1	Chapter Outline	136
7.2	Cognitive Dissonance	137
7.3	Cultural and Religious Difference	138
7.4	Language and Diversity	140
7.5	Political Correctness	145
7.6	Personal Response to Diversity	147
7.7	Chapter Summary	151

8	Responding to Diversity—Training and Education	155
8.1	Chapter Outline	156
8.2	Learning to Learn About Diversity	156
8.3	The Issues Surrounding a Competence Based Approach to Training	160

8.4	Training and Education	163
8.5	Reviews by the HMIC	166
8.6	What Works in Diversity Training	170
8.7	Chapter Summary	176
<hr/>		
9	Diversity and the Impact of Terrorism	179
9.1	Chapter Outline	180
9.2	Terrorist Events	180
9.3	Islamophobia	182
9.4	Stop and Search	187
9.5	Government Response to Terrorism	191
9.6	Responding to New Terrorist Threats	196
9.7	Moral Panic	198
9.8	Chapter Summary	199
References		201
Index		207