

CONNECTING

- 100% CFO visited every team in the Service
- 88 PO visits across stations, corporate teams, and Control
- 33+ Workshops held to support cultural engagement

- 176 Teams involved in manager-led values discussions with...
- 1,359 Colleagues participating in those sessions



3 INCLUSIVE WORKING GROUPS

- DICE Champions
- Inclusive Working Group
- Neurodiversity Partnership Network

SPEAKING UP

- More flexible exit interviews
- Phase one of the Agile Working Policy rolled out
- Culture statement from Commissioners, CFO, ELT and SLT
- Stance against violence reaffirmed by CFO
- Town-hall sessions hosted by the CFO in June 2025, with another planned for Autumn 2025
- Crimestoppers FRS Speak Up line continues to provide a safe, anonymous way for staff to raise concerns



LEARNING

- 9 Delegates completed the Pioneer Programme
- 50 Colleagues completed Leading Others in 2024-2025
- 31 Colleagues completed Leading the Function in 2024-2025
- 5 Enrolled in Leading the Function for 2025-2026



CONNECTING PEOPLE SPEAKING UP

