

UKRI Policy Fellowships 2023: What Works Innovation Fellowship Opportunity Description

Fellowship Title: College of Policing Sexism and Misogyny in Policing Behavioural Change Fellowship

Available budget: The full economic cost is £210,000 inclusive of additional £40,000 budget for research and collaboration costs, for further details on the additional budget see the 'How to apply' section specific to the What Works Innovation Fellowships. UKRI will fund 80% of the full economic cost of the grant.

Host What Works Center: [College of Policing](#)

What Works Collaborating Centres: What Works Centre for Crime Reduction

Host Team: Strategy team within Corporate Development Unit

Summary: Developing and implementing behaviour change interventions aimed at tackling internal sexism and misogyny within UK policing (between colleagues).

Fellowship Theme: Data and Evaluation. Please see the full call text 'What We Are Looking For' for a detailed summary of the research themes targeted in this call.

Policy Topic: Inclusive and non-discriminatory work cultures

Research Council: ESRC

Academic Discipline/s: Behavioural Science, Social Psychology, Applied Psychology, Research Methods.

Research Career Stage: Mid-career onwards

Fellowship Structure

Inception Phase:

Estimated Start Date: October 2023. Exact date to be confirmed by the host depending on onboarding and security clearance requirements.

Duration: 3 months

FTE: 0.4 FTE

Main Placement Phase:

Duration: 12 months

FTE: 0.8-1 FTE

Knowledge Exchange Phase:

Duration: 3 months

FTE: 0.4 FTE

Work Arrangements

Location Requirements: Much of the fellowship can be undertaken via remote working with occasional meetings taking place at our London offices in Vauxhall. Eligible travel and subsistence costs are supported in the main UKRI grant. Please see full call text and guidance for more details.

As the Fellow will be developing and implementing a behaviour change intervention within one or more police forces, this will require travel to the force(s) which agree to take part in the evaluation, to build relationships and collect data.

Hybrid Working: The Fellow can decide how many days they want to come into the London office; many remote workers choose to go into the office once a week or as necessary. Working arrangement to be agreed during the inception phase.

Security Clearance: NPPV Level 2. Estimated duration: 3-4 months processing time. Inception phase can begin before the security clearance process is completed, but will be required for the main placement phase.

Fellowship Opportunity Description

The College of Policing is seeking to embed a Fellow in their strategy team to support with the translation of behaviour change theory into policing practice. The Fellow will be immersed in a policing context and learn about the opportunities and challenges that comes with implementing a behaviour change approach in a fast-paced, dynamic sector.

Using behavioural science to solve perennial problems in policing is a relatively new approach for the College. While we have a growing understanding of the theory, and how to complete a COM-B diagnosis to develop evidence and theory driven solutions, we need to strengthen our ability to translate these solutions into real world practice and to scale them up for wider roll out.

The College of Policing has been applying the Behaviour Change Wheel to the issue of internal sexism and misogyny within UK policing. This work aims to promote behaviours between police officers and staff which will help to reduce the incidence of sexism and misogyny in police settings.

Twelve potential interventions have been identified through preliminary research and stakeholder engagement, and the Fellow will be expected to lead on the detailed development, implementation and evaluation of one or more of these interventions, ensuring that behavioural theory is drawn on throughout.

The twelve interventions fall into the following categories:

- Experiential and participatory training programmes
- Anti-harassment and anti-retaliation policies
- Reflective practice spaces
- Anonymous/confidential reporting mechanisms
- Monitoring culture and complaints using data
- Communications and campaigns which build commitment for change

Depending on the interest, expertise, and capacity of the Fellow, as well as the strategic priorities of the College of Policing, one or more of the twelve interventions will be selected jointly by the Fellow and the College. The Fellow will have a good degree of autonomy over the research activities, which will be co-designed with stakeholders, including police officers and staff.

There will be three key phases in during the Fellowship:

1. **Intervention development:** The Fellow will build on preliminary research, but ultimately take responsibility for what the intervention will look like. They will undertake a deep dive into the academic research areas of the selected intervention. The Fellow will identify particular Behaviour Change Techniques and effective intervention components as they develop a detailed intervention package. The intervention will be co-designed with key stakeholders, including police officers and staff, national VAWG leads, and College of Policing subject matter experts.
2. **Implementation.** The Fellow will develop a detailed implementation plan in collaboration with one or more police forces who agree to be test sites. The plan will outline the mechanisms for implementation, drawing on implementation science theory. The implementation plan will also need to be co-designed with key stakeholders, including police officers and staff, national VAWG leads, and College of Policing subject matter experts.
3. **Evaluation.** The Fellow will design an evaluation plan to measure the impact of the intervention(s) including qualitative and quantitative methods. The Fellow will be expected to obtain any ethical permissions, and lead on recruitment, data collection, analysis, and write-up of preliminary findings. The evaluation may not be completed within the 18-month timeframe; however, we would expect some emerging findings within the 18-months.

The Fellow will be contributing to the evidence base of What Works in relation to reducing sexism and misogyny within work cultures. Their work will have a high profile due to the fact that it relates to a high priority policy area in policing – Violence Against Women and Girls, specifically building public trust and confidence in the police. The findings have the potential to be generalised beyond policing to other sectors, as the evidence base for what works to change cultures which tolerate sexism is limited. The Fellow could produce broader recommendations on how behavioural frameworks can be applied in practice, which would be of benefit to other What Works Centres.

The Fellow will be line managed and supported by the College's Behaviour Change Lead, who will provide training on the Behaviour Change Wheel model and its application. The Fellow will benefit from access to the National Police Library, College and Civil Service learning programmes. They can also join the Research, Analysis and Knowledge Sharing Professional Community and be offered access to a Government Social Research (GSR) mentor. The Fellow will be invited to take part in key meetings and supported to access relevant networks, to support their understanding of the topic area and how it fits with national strategic priorities.

As a member of the Professional Community, the fellow would be involved in regular meetings with the other members of the community, where College of Policing priorities and strategic decisions are discussed, and presentations are given on ongoing work to allow for shared learning.

Person Specification

Applications will be assessed against the following opportunity-specific requirements in addition to the generic eligibility and call criteria.

Essential Criteria:

- Strong knowledge of behavioural science
- Ability to synthesise evidence from a range of sources to develop behaviourally informed interventions
- Experience of applying behavioural science in real-world contexts
- Ability to run meaningful co-production processes
- Ability to communicate complex theories and sensitive topics to a wide range of audiences
- Ability to develop robust evaluation plans and select appropriate research designs
- Experience in running evaluations of research interventions, including obtaining ethics approvals, recruitment, data collection and data synthesis
- Quantitative and qualitative research skills, including statistical analysis and thematic analysis
- Can deliver at pace and ensure timely delivery of outcomes

Desirable Criteria:

- Knowledge of the policing sector
- Knowledge of Diversity, Inclusion and Equality landscape
- Experience of developing and implementing national level policies.