

Summary of Outreach Recruitment activity- Haringey

1. Our operating model for 2022 is that we hold one large 4 day public (consecutive) street event per month. This is in an area of high footfall and where we will engage with our target demographic candidates- black, Asian and multiple ethnic heritage communities and females.

These prospective candidates are invited to attend one Saturday morning insight session at a community venue, a midweek evening insight session or a lunchtime webinar, all held every month, to support people in their applications and to have honest conversations with local officers about policing.

We also hold other street recruitment events, community sessions and school/6th form events. School sessions are for 6th formers only- we need to recruit in the here and now.

2. Between 21st-24th October inclusive, the first large scale street recruitment event took place outside the Old Library, High Road, Wood Green. Engagement was excellent! People were able to register their interest in applying as a police officer, using a QR code, which put them into an online “talent pool” for us to engage with.



3. We held a “Behind The Badge” event on 28th October at a primary school in Edmonton. Some of the people we met at the Wood Green street event came for more conversations about policing careers, over a hot drink and patty, with a DJ playing and a Q and A panel with senior and black local officers, hosted by comedian Quincy.



4. To follow up with these prospective candidates, we have so far held 3 “insight sessions,” whereby they have been invited in to community venues to sit and discuss the recruitment process, eligibility and career options with officers from the recruitment team. Mayor Adam Jogee opened the event at the Alevi centre on Saturday morning 20th November 2021. These are very informal, friendly sessions and people are made very welcome.



5. Our next large scale street event is 10th- 13th February inclusive, again at the High Road, Wood Green location. This promises to be bigger and better than before. As this falls within National Apprenticeship Week, we are being supported at the event by staff from the Haringey Works Apprenticeship team. We are already working closely with them, with great success and also hosting a joint webinar with them that week.

6. March's 4 day event will be at Edmonton Green and we return to Haringey in April, for a 4 day event at Tottenham Hale.
7. We have offered the delivery of bespoke sessions to every 6th form in Haringey, talking to learners about the Degree Apprenticeship, which has a starting salary of circa £30k. We have had particular success at Haringey 6th form. Further sessions and attendance at careers events are planned, for example St Thomas More, Harris Academy, Fortismere and CONEL
8. We are now looking to hold smaller events at community centres across Haringey and would look for community and partners to influence and support attendance. We are here to open minds, to bust myths, to talk about the roles available and what support is there. Our officers are from many different backgrounds. We always have an authentic, honest conversations about why we need Haringey residents to be part of the change that they want to see, especially in terms of representation from their communities in policing.

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