

Testimony

During the last three years the Kent Police Race and Diversity Training Department have utilised the services of Dramanon. Dramanon have allowed the students the opportunity to be immersed into a theatre workshop, which has provided the Kent Police Training Team with a measure of the students' progression. The students display a new air of confidence, which comes from an appreciation of their own, and the organisational values. The interaction between the students and Dramanon is assisted by the professionalism and sense of reality created by the actors and facilitator. The theatre workshop is positioned at the concluding day of an intensive four day Race and Diversity programme. This allows the student to pull together and make links to the previous three days new learning.

Kent Police Race and Diversity Training Team has readily identified that this method of training with Dramanon to be effective and this finding is reinforced within the student evaluation forms. (See appendix A) It was decided that we should use something similar to Dramanon's theatre workshop product to assist and maximise the learning and development for all Kent Police Staff, that would not necessarily have the opportunity of attending the course and therefore will not benefit from the Dramanon theatre workshop. Kent Police, in partnership with Dramanon, created a DVD training resource, which allows the trainer to play a scenario and then facilitate the group to an exploration of service delivery issues, e.g. cultural traits, assumptions, communication and emotions. The DVD contains six scenes, one for each of the six strands of Race and Diversity. Four of these scenes also have talking heads, where the class have the opportunity to see how perceived victims of stereotypical views; prejudice and discrimination can be seen and heard. This DVD opportunity allows the student to observe the disclosure and then witness the effect on members of the public and / or colleagues that may be due to a number of factors e.g. ignorance, lack of knowledge and an ethnocentric view. Dramanon through the live workshop and the DVD do provide a training resource that allows the student to broaden their outlook, within their professional or social worlds.

Student feedback from evaluation sheets

This gave `life` to many subjects covered. Once again I learnt a great deal from my course colleagues resultant from the scenarios. An appropriate and thought provoking way to conclude the course.

Very good way to experience colleagues in the workplace and how to deal with them. Excellent part of the course.

Very good at putting the learning into practice. Representative of policing.

Excellent. Drew out most of the issues that we had discussed all week. Something of a new experience for me. Very impactful.

Really good fun. A great deal of learning came out.

Bloody excellent.

Covered a number of issues well. Helped review and practically apply challenging procedures.

Excellent and use of professional actors made it.

Excellent end to the course underpinning the content that was presented throughout the week.

Excellent. Brought together all the things learnt over the last few days. Interactive learning is always beneficial.

Very good way to bring together the learning.

Apprehensive at first but very instructive. Brought a degree of reality to some of the situations we had been dealing with during the earlier part of the week. Also identified how perceptions can be misleading.

Excellent presentation. Well acted. Provided opportunity for useful questioning and methods of dealing with various issues disclosed.

Excellent!

Very good... far better and more relevant than I expected it to be.

A good way to see the practical implications of what we do.

A different way to deliver a message. Very good. Very impactful.

Very realistic learning out of the issues. So much better than a one dimensioned video and the opportunity to interact. Difficult not to get into character!

A very professional team of actors whose presentation was excellent and was able to portray a real life situation and how problems can be dealt with.

Would like to have known and been reassured before that we were not going to be the ones doing the acting. Really useful to work through various scenarios as a manager through interaction in a safe environment.

Huge learning from being able to challenge and speak to the characters to shape their responses.

Very, very good. Well structured, impactful and could have had more of it.

Worth the investment.

Very good.

A good use of role play to demonstrate a good range of diversity issues. The actors were very very good and the whole process was very slick.

Three well considered scenarios that reflected the content of the course. An excellent interactive tool that drew many of the course strands together in a practical forum. Very good session and well worth the time.

Very thought provoking. Life like scenarios. Actors were hugely responsive to all present.

Actors really got into character. Very useful. Better than using police to role play.

Good thought provoking exercises and I picked up numerous strategies ref challenging.

A very enjoyable session that really brings home the learning experiences of the course.

Brought together some of the issues we have been discussing over the course. My first experience of this type of learning.