

The Seacole Group: The Leadership Journey of Karen Daber

I retired from policing with the rank of Assistant Chief Constable. I was a senior leader and influencer in policing, with extensive operational and strategic experience. Throughout my policing career, I have championed equality issues and been involved in coaching and mentoring staff and officers.

In 2013 I was head hunted by the College of Policing to lead the National Police Integrity Programme for England and Wales, which included leading the development of the national Code of Ethics for policing. I also led the national programme 'BME progress 2018' to improve the representation of minority officers in policing.

As lead, I was responsible for establishing a programme of initiatives and work-streams to improve the recruitment, progression and retention of officers from under-represented groups, a key priority within the College of Policing.



I am now self-employed and actively involved in coaching, mentoring and leadership development in the public and private sector. This has included work with police forces, the College of Policing's senior women's Realising Potential Programme, the development and delivery of a senior leadership day for the Lebanese Police, and work with University College London where I designed and delivered a session on ethical policing at the Hyderabad Police College in India.

I have worked with Barnardo's Charity over the past few years, designing and delivering a reciprocal mentoring programme with a partner company, People and Performance the programme receiving a Training Journal award in 2017.

I continue to work with forces having designed and developed a positive action Developing Diverse Leaders programme, which since 2017 has seen positive results for BAME and female candidates seeking promotion. I have also led the 'Engage, Inform & Inspire' event in GMP and Northumbria Police Youth BME Conferences, to engage young BAME men and women and to encourage them to consider a career in policing.

My NED role

I joined Cambridgeshire and Peterborough NHS Foundation Trust as a non-executive director in June 2020. Keen to make a difference, I have immersed myself into the new role and have become an active member of a number of committees and subgroups.

I am proactive in my support of the staff networks, keen to ensure their views and concerns are acted upon. I am member of the Seacole group, coordinating the new mentoring scheme for new and aspiring NEDS.

I am qualified ILM L7 coach and qualified trainer. I bring my own life experience and passion to my equality and leadership training and development.



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