**Bio – Chief Constable (Retired) Carl Foulkes, QPM**

Carl joined the British Transport Police in 1993 serving in uniform roles up to the rank of Chief Inspector across London, transferring to West Midlands Police in 2003 where he held a variety of roles in uniform and CID up to the rank of Assistant Chief Constable. During his time in West Midlands his passion for Diversity and Inclusion was really kindled leading the force’s community engagement team and policing some of the most diverse areas of Birmingham.

Carl was promoted in 2014 to become the Deputy Chief Constable of Merseyside Police. In this role he was also able to take his passion for Diversity to a national level taking over leadership of the UK policing approach to Gender making a tangible difference in ensuring a more consistent approach to the support offered to colleagues, those going through the menopause and developing a tool kit in relation to endometriosis.

In 2018 Carl was promoted again to become Chief Constable of North Wales Police, he also took on responsibility as National Police Chiefs Council lead for the national Equality, Diversity, and Inclusion program during one of the most challenging periods of recent history. Developing a new strategy, performance framework and outcomes focus, raising such challenging issues as the recording of gender hate crimes. In this role and recognising a series of critical events for policing and our relationship with our female community, he was core to developing and supporting the implementation of the Violence Against Women and Girls Strategy which has fundamentally changed the policing approach.

Carl led the UK policing response to the “HeForShe” initiative working with the United Nations to improve policing both in the UK and across the globe. In this role he has been able to signpost work taking place in the UK, represent policing at UN summits and supporting other countries with this important work.

Carl was hugely honoured to be recognised in the Queens Honour’s List with a Queens Police Medal for services to policing in 2019. Retiring from policing after 30 years’ service in October 2022.