

Irene Afful has had a hugely successful career to date including becoming the first ever black female Inspector in the history of Merseyside Police. Her career incorporated critical incident management, professional standards and specific responsibilities for gangland murders. During this time Irene has received many accolades and commendations and has recently been shortlisted for a Northern Power Women Award.

Determination, tenacity and focus have been key strengths that have helped Irene drive her own career forward, but helping others has always been at the heart of how she has operated

Irene joined Merseyside Police in February 1991, ten years on from the Toxteth riots, and having suffered racial abuse at the hands of the police. She served 25 years as an officer. She overcame race and gender barriers, direct and indirect discrimination to become the first ever black female inspector in the history of Merseyside Police. She focused on resilience and mindset, developing tools to achieve this success.

As a pioneer and role model, Irene coached and mentored other minority staff for promotion and lateral development, helping them to build resilience for success. She designed, developed and delivered a leadership programme which was instrumental in increasing the recruitment of BME, females and other minority groups to the force.

Irene was headhunted to work as a consultant for the College of Policing on diversity and inclusion. She worked with 21 forces across the country addressing minority group under-representation. Irene holds a Master's degree in Police Leadership and is a published author of academic research concerning equality, diversity & inclusion, a subject she has had a lifelong passion for and lived experience.

Irene is Founder & Director of Ametrine Enterprise Solutions Professional Coaching & Consultancy where she pursues her passion for diversity and inclusion, supporting businesses and individuals to be more effective by offering a variety of tools, programmes and consultancy services which include:

- Leadership development
- Equality, Diversity and Inclusion
- Professional coaching
- Wellbeing at work.

Clients include the Health & Safety Executive, Office for Nuclear Regulation, Local Education Authorities, Liverpool University, British and Irish Modern Music Institute London and a variety of business owners. Irene is also a

highly sought after keynote speaker, performing at a vast array of business and educational events. She has performed a TEDx talk on the subject of Limitless Boundaries.

Irene looks forward to connecting with you and potentially working together in the future.

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