



APCC

RACE DISPARITY

TOOLKIT – 7TH EDITION

OCTOBER 2024

This is a toolkit which pulls together various sources of data and information in relation to race disparity in policing and criminal justice, and provides examples of notable practice from various PCC areas.

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Introduction

Background

The murder of George Floyd at the hands of police in the USA in May 2020 led to protests around the world calling for greater action to eradicate race disparity throughout society.

Whilst we recognise that policing in the UK is rooted in the Peelian principles of “policing by consent” and is different from law enforcement in the United States, disparities in terms of race do exist here, and PCCs can play an important role in addressing and reducing them.

This toolkit was commissioned by the APCC Working Group on Race Disparity 2020-21 as part of the [APCC Action Plan](#) to address race disparity, and to provide PCCs and their offices with tools to help them drive progress in their areas.

Established in Summer 2020, the APCC Working Group on Race Disparity includes representation from the APCC Portfolio Leads for Equality, Diversity, and Human Rights (EDHR), Victims, Criminal Justice (CJS), Mental Health and Custody, Transparency and Integrity and Workforce, as well as a representative of Wales. The Working Group was established in recognition of the fact that addressing race disparity and disproportionality are key priorities across all APCC portfolios.

Following the PCC and Mayoral election in May 2021, the Working Group was re-established with the Leads as described above, also bringing in the APCC Leads on Serious Violence and Prevention. It published a [refreshed Action Plan in December 2021](#).

The Working Group was then superseded by the APCC Race Disparity, Equality, and Human Rights Portfolio Group in November 2022, which has been responsible for overseeing both this Toolkit and the APCC Equality Framework since then.

Purpose

As well as delivering on the APCC Action Plan on Race Disparity, this Toolkit also aims to deliver on the commitments in the APCC Business Plan, to enable PCCs to confidently apply and champion equality and diversity principles locally, and to deliver against their duties under the Equality Act 2010. In line with this, this Toolkit aims to:

- **Bring together/signpost relevant reports/data that are already available online into one briefing** for PCCs on the areas of:
 - police workforce
 - disparity in the use of force and other police powers
 - disparity in the wider CJS.

This national data, coupled with local data provided by forces, can provide PCCs and their teams with useful information to hold Chief Constables to account effectively locally.

- **Provide an overview of the issues relating to race disparity**, which PCCs may wish to reflect on in terms of where they can exert influence, through their offices and local forums.
- **Provide examples of notable practice from local areas**, including contact details if any PCCs or OPCC staff wish to find out more.
- **Provide some examples of training providers that the APCC has successfully worked with**, who could effectively support PCCs and OPCCs on their work on equality and diversity. Other training providers are also available both locally and nationally.

This is a living document. Data contained in the document will be updated twice a year. Any PCCs who have suggestions for future content can get in touch with Richard.denham@apccs.police.uk.

APCC Resources

Equality Framework

In December 2021, the APCC published its [Equality Framework](#), which is designed to assist PCCs in meeting both the duties that apply to them under the Equality Act, and also in holding the Chief Constable to account for their equality duties.

Since then, the Framework has been updated and reshared with APCC members each year.

Scrutiny Questions

A range of questions designed to assist APCC members in scrutinising their Chief Constables are available on the APCC members' website, including [10 questions on equality](#)

Knowledge Hub

Created and managed by the Police Digital Service, [the Knowledge Hub](#) is a secure web-based platform that enables police forces and other public-sector organisations to establish groups and networks to share information, discuss ideas, and work more collaboratively.

We would recommend that OPCC staff leading on Equality, Diversity and Human Rights (EDHR) within their OPCCs contact Richard Denham at the APCC (richard.denham@apccs.police.uk) in order to gain access to:

- The Knowledge Hub Workforce and EDHR Group, where some of the resources mentioned below are stored.

- The discrete group on the Knowledge Hub where the YJB Summary Disproportionality Tool is stored, as mentioned below.

PCC Statutory Responsibilities

The Public Sector Equality Duty (PSED)

PCCs and their offices are subject to the PSED contained within the Equality Act 2010. PCCs are subject to the general duty, which means that in the exercise of their functions, they must have due regard to:

- The need to eliminate unlawful discrimination; harassment and victimisation and other conduct prohibited by the Act.
- Advancing equality of opportunity; and between people who share a protected characteristic and those who do not.
- Fostering good relations between people who share a protected characteristic and those who do not.

These are sometimes referred to as the three ‘arms’ of the general equality duty. The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

PCCs are also subject to the specific duty, which requires them to publish equality information annually to demonstrate compliance (organisations with fewer than 150 employees are exempt from publishing information about employees), and to publish one or more specific and measurable equality objective(s) every four years.

Furthermore, according to Section 1 (8g) of the Police Reform and Social Responsibility Act 2011, PCCs must hold the Chief Constable to account for the exercise of duties relating to equality and diversity. This primarily refers to the Equality Act 2010, and the Public Sector Equality Duty that it contains, as described above.

Work Across the Policing and Wider Landscape

Census 2021

Data from [Census 2021](#) revealed that:

- In 2021, 81.7% (48.7 million) of usual residents in England and Wales identified their ethnic group as White, a decrease from 86.0% (48.2 million) in the 2011 Census.
- The next most common ethnic group was "Asian, Asian British or Asian Welsh" accounting for 9.3% (5.5 million) of the overall population.

- People identifying their ethnic group as Black constituted 4% of the population (an increase from 3.3% in 2011), whilst 2.9% of the population identified themselves as being Mixed or of Mixed ethnic groups (an increase from 2.2%).

NPCC and College of Policing Police Race Action Plan

In 2020, the National Police Chiefs' Council (NPCC) and the College of Policing (CoP) launched a discrete programme of work looking at inclusion and race. The APCC Race Disparity, Equality, and Human Rights Leads Alison Lowe OBE and John Campion have been represented on the Programme Board for this work.

As part of this, the NPCC and the CoP recruited for an independent chair to scrutinise the programme and help address the “long-standing challenges in the relationship between Black people and the Police”. In August 2021, the barrister Abimbola Johnson became the Chair of the Independent Scrutiny and Oversight Board (ISOB), which aims to provide external oversight of the NPCC and the CoP's work in this area.

The NPCC and CoP [Police Race Action Plan](#) was published on 24 May 2022, outlining the steps that they will take to achieve an anti-racist police service. A summary of the Plan can be read at Annex D.

The ISOB published an [Annual Report in August 2023](#), which included recommendations on how the PRAP could improve. A follow-up [Annual Report](#) was published in 2024.

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Whole-System Approaches: The Totality of Policing

This section looks at policing as a whole, and includes examples of how OPCCs and Mayoral offices are taking a whole-system approach to tackling race disparity.

National Statistics

- According to [the Crime Survey for England and Wales](#), for every year from April 2013 to March 2020, a lower percentage of Black Caribbean people had confidence in their local police force than White British People.
- People from Asian, White, and Other Ethnic Groups were more likely to have confidence in their local police than Black people.

Resources

HMICFRS Race and Policing Review

In August 2023, Her Majesty's Inspectorate of Constabularies and Fire and Rescue Services published their [review of the police service's leadership and governance arrangements for race-related matters](#) .

The Review recommended that:

- By 31 March 2024, the NPCC and the College of Policing should publish the revised 2018-2025 diversity, equality, and inclusion strategy, which should include requirements for forces to self-assess their implementation of the strategy (Rec 1). As of August 2024, the APCC understands that the NPCC and the College will publish their revised Culture & Inclusion Strategy by April 2025.
- By 31 March 2024 the College should establish national standards for police diversity, equality, and inclusion training (Rec 3)
- The NPCC and the College should jointly implement technological solutions and training to ensure forces consistently record and share data on protected characteristics, particularly with regard to race (Rec 4)

Casey Review

On the 21 March 2023, the [final report](#) of an independent review into the standards of behaviour and internal culture of the Metropolitan Police Service conducted by Baroness Casey was published.

With regard to race and ethnicity, the report found that Black, Asian, and ethnic minority officers and staff are more likely to experience racism and bullying, with complaints likely to be turned against them.

The report also states that “there is now generational mistrust of the police among Black Londoners. Stop and search is currently deployed by the Met at the cost of legitimacy, trust and, therefore, consent”.

Recommendations

Amongst its recommendations, the report recommends that:

- The Met should introduce a new process with Londoners to apologise for past failings and rebuild consent.
- The use of stop and search should be fundamentally reset, with the Met establishing a charter with Londoners on how and when the power is used.
- Officers who work with children should be given adequate training to prevent ‘adultification’ (where they regard children, especially Black and ethnic minority children, as threats rather than children in need of protection).
- Specialist expertise from outside the Met should be brought in in permanent, rather than advisory roles, to help lead on work to reform the culture and drive rapid progress on the diversity of the Met’s officer corps.

Baroness Casey recommends that reductions in race disparity in misconduct cases, as well as the narrowing of the gaps in public confidence between Black and ethnic minority Londoners and all Londoners, should be amongst the key measures for the proposed reforms.

Equality and Human Rights Commission Resources

The Equality and Human Rights Commission is a statutory non-departmental public body, which safeguards and enforces the laws that protect people’s rights to fairness, dignity, and respect. The Commission produces a range of resources, including:

- The [essential guide](#) to the Public Sector Equality Duty.
- [Buying Better Outcomes](#), a guide for public authorities in England on mainstreaming equality considerations in procurement processes.
- [Guidance on how public services using AI](#) can ensure their use of the technology is in line with their public sector equality duties, as mentioned below.

Notable Practice Examples

London – An Action Plan to Improve Trust and Confidence

In November 2020, the Mayor of London, Sadiq Khan, [published an Action Plan to improve trust and](#) confidence in the Metropolitan Police Service (MPS). It set out to address community concerns about disproportionality in the use of certain police powers affecting Black Londoners.

The Action Plan was developed following a series of consultations with more than 400 individuals and groups that either work with, or within, Black communities. The work was undertaken in response to concerns raised about the disproportionate use of police powers, including stop and search, the use of force and Taser. Communities told the MPS and City Hall that they wanted to see increased transparency in police actions, decisions, and communications; a police service that better reflects the city it serves; and improved community monitoring and involvement in reviewing the disproportionate use of police powers and complaints.

The Mayor recognises the progress made by the MPS since the Macpherson Inquiry more than 20 years ago. It is more transparent and more accountable than at any time

in its history and is more representative of London with more than 5,000 Black, Asian and Minority Ethnic officers, up from just over 3,000 a decade ago. But it is clear more needs to be done. City Hall figures show Black Londoners have less confidence and less trust in the MPS than White Londoners and that there remains a persistent disproportionality in the way certain police powers affect Black Londoners.

The Mayor wants all communities across London to feel they are able to trust their police service and have confidence that the police use their powers to keep them safe. It's crucial that the police are trusted to be able to use their powers to bear down on the scourge of violent crime in our city, which has a devastating effect on families and communities. The Mayor committed, as part of the Action Plan, to invest Â£1.7 million to develop greater community involvement in police officer training and in the recruitment and progression of Black officers in the MPS.

An overview of work conducted so far/any problems experienced

The Action Plan, which the MPS welcomed and committed to take forward actions specific to the police service, focuses on:

- An overhaul of community monitoring structures to make them more transparent and to identify accessible opportunities for Black communities to be engaged.
- Stricter oversight and scrutiny of the “smell of cannabis” used as sole grounds for stop and search.
- Research into stop and search using Body Worn Video (BWV) footage
- Pilot of a local safeguarding response in two London boroughs to under-18s who are repeatedly stopped and searched to understand how contextual safeguarding can be at the centre of those interactions.
- The Mayor and Deputy Mayor for Policing and Crime, together with a panel of community members and partner agencies, are scrutinising the work of the MPS through a disproportionality lens.
- The piloting of a project to review vehicle stops to identify any disproportionality relating to ethnicity and call for mandatory data.
- Developing community-led training for new recruits to understand the history and culture of the communities they are serving.
- Challenging aims for Black police officer recruitment.

The foundations of the Mayor's Action Plan were a response to the lower levels of trust and confidence that Black Londoners have in the MPS. While progress is being made to improve processes and structures to improve fair treatment and representation, it is vitally important to continue to monitor and understand Londoners' perceptions of policing in the capital. To aid this understanding and to ensure transparency, quarterly data updates to the Action Plan Disproportionality Dashboard are published on the [MOPAC website](#)¹.

This data demonstrates that although the gap between White and Black residents' trust in the police has decreased there is still a 26% difference.

Progress against key priority areas includes:

- Introducing stricter oversight of the use of stop and search in London, through the London Disproportionality Board, External Reference Group and the Met's creation of 12 Public Encounter Panels (PEPs), and restoring Community Monitoring Groups' access to BWV footage to enhance their oversight of stops.
- MOPAC reviews of Gangs Violence Matrix led to 1,000 names being removed and a commitment from the MPS to overhaul the matrix. The Matrix has now been closed permanently by the Met, who will now be using the Violent Harm Assessment which will allow them to be much more targeted.
- Completing a review of the use of handcuffs by officers before arrest - with a new policy on handcuffing developed and implemented by the Met. This has led to a 20 per cent drop in the use of handcuffs in non-arrest scenarios, like stop and search.
- Carrying out a pilot to identify any disproportionality relating to the ethnicity of drivers stopped by the police, which has led to changes being adopted nationally.
- Rolling out new community involvement in the training received by new police recruits at several points but specifically around stop and search. This also includes a familiarisation in boroughs where recruits have the opportunity to meet local community members.
- Publishing a quarterly race equality report of the Met's use of its powers this includes publishing a breakdown of the Met's use of tasers, stop and search, strip-searching and use of force in general.



Poppy Terry, **Senior Advisor to the Deputy Mayor**, Mayors Office for Policing and Crime (MOPAC), Poppy.Terry@mopac.london.gov.uk

Merseyside – Anthony Walker Foundation Anti-Racism Awareness Training

Since the launch, Merseyside Police has remained committed to delivering the Race Action Plan, running it as a programme of work with four main workstreams, each with a senior lead. The programme is supported by members of the Merseyside Police FORE (Focus on Race and Ethnicity) Network, so that it values and is influenced by lived experience. Thanks to investment from our Police and Crime Commissioner (PCC) Emily Spurrell, the force is working with local training provider, [the 'Anthony Walker Foundation \(AWF\) to deliver Anti-racism training force wide.](#)

The training package, developed by AWF, OPCC and Merseyside Police, has been designed to ensure **all** officers and staff can have a better understanding of the origins of racism, the impact of systemic racism in UK society and how this affects the relationship between the Black community and policing. The two-hour interactive session training explores racism locally, nationally, and internationally and its effects on communities, families and individuals. We have actively commissioned the Institute for Educational & Social Equity (IESEO) who will be providing independent academic scrutiny of the training programme and its impact. This will establish the next steps and future integration of anti-racism themes within our Leadership training.

The AWF is also commissioned by the PCC to deliver emotional and practical support to victims of race and faith hate crimes.



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West Yorkshire – Equality Information

In West Yorkshire, the police force publishes a range of [equality Information annually](#), broken down into Service Delivery and Workforce Data.

The Service Delivery data includes:

- Stop and Search figures, broken down by Ethnicity, Gender and Age
- Arrests by Nationality, Gender, and Age
- Section 136 custody related offences
- Strip Search in custody
- Use of Taser
- Domestic violence offences, both outcomes and high-risk referrals (with comments on Gender, Age and Ethnicity).
- Racist Incidents Crimes and Non-crimes with a link to Victims Satisfaction (broken down by incident type)
- Racist Incidents victims satisfaction
- Rape Offences
- Safeguarding – Missing from Home and Child Protection Case Conferences
- Victims of Crime - by Gender, Ethnicity and Age
- Requests for interpreters: suspects, victims, and witnesses
- Victim Satisfaction
- Antisocial behaviour victim satisfaction & confidence data (broken down by Gender and Ethnicity)
- Complaints data (Gender and Ethnicity)

Meanwhile, the Workforce data includes:

- Workforce Rank and Grade by Ethnicity and Gender
- Workforce Progression (gender, ethnicity and age)
- Leavers (officer, staff, and special constables), including reasons for leaving.



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West Yorkshire – Equality Impact Assessment Toolkit for Policing and Crime funded providers, services, and projects

The Mayor of West Yorkshire commissions several providers in order to achieve the priorities set out in the Police and Crime Plan to help with the delivery of services which

will benefit the communities of West Yorkshire, reduce crime, and help victims to cope and recover from the harm they have suffered.

Equality, Diversity, and Inclusion is at the heart of the Mayor's Police and Crime Plan for a safe, just, and inclusive West Yorkshire. Celebrating the diversity of West Yorkshire and ensuring that the principles of equality and inclusion underpin all the work we do and ensure the services and support we commission protects those who are most vulnerable. The Mayor's commitment to equality, diversity and inclusion is central to our commissioning approach and processes. All our funded services and activity require an Equality Impact Assessment and performance monitoring of actions and progress is monitored as part of our contracting and granting arrangements.

Our first specific Equality Impact Assessment (EqIA) Toolkit for providers has been designed to provide information that supports the completion of the EqIA for the services commissioned and funded by the West Yorkshire Combined Authority on behalf of the Mayor. The toolkit has been developed to help providers consider the actual or potential effects of activities, services and decisions on people and communities and analyse and make more considered decisions about changes to service delivery, policy, and practice. The Toolkit aims to help providers identify how specific communities of interest may be affected by decisions and to consider any potential discriminatory impact on people with protected characteristics. To help improve or promote equality, diversity, and inclusion by encouraging providers to identify ways to remove barriers and improve participation for people with a protected characteristic(s).

Providers EqIAs will support our commissioning to

- Take an evidenced based approach – using facts, data, information, and feedback to inform our thinking and decisions
- Explore ways to improve the services we commission
- Remove or reduce negative impacts by flagging up issues
- Consider options, outcomes and risks alongside costs and value for money
- Increase transparency of our commissioning and funding

The Equality Impact Toolkit is available on the APCC Workforce and EDHR Group on the Knowledge Hub (see pg. 3).



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Training Providers

[H.O.P.E. Training & Consultancy](#) provide a range of training courses, including on using Equality Impact Assessments in relation to commissioning services.

Police Workforce Diversity and Culture

National Statistics

As of 31 March 2023, [according to Police Workforce statistics for](#) England and Wales:

- White officers made up 91.6% of the workforce. There were 11,966 full-time equivalent officers from minority ethnic groups (excluding white minorities), making up 8.4% of the workforce, compared with 8.1% last year.
- Under-representation of minority ethnic officers (excluding white minorities) was higher among Senior ranks (i.e., Chief Inspector or above) compared with constables and other ranks - for example, 6.0% of officers of rank Chief Inspector or above identified as ethnic minorities (excluding white minorities), compared with 8.9% of constables.
- Of the 16,328 full-time equivalent police officer joiners in the 43 England and Wales forces who stated their ethnicity, 10.7% identified themselves as ethnic minorities (excluding white minorities), a decrease on the previous year (12.4%).
- Of the 7,915 police officers leaving the 43 England and Wales forces who stated ethnicity, 9.4% of them identified as ethnic minorities (excluding white minorities).
- People from ethnic minorities (excluding white minorities) made up 11.8% of Police Community Support Officers, and 13.8% of Special Constables. The Special Constabulary was therefore the most ethnically diverse part of the police workforce as of 31 March 2023.

Resources

Ethnicity Facts and Figures Data

The Government's Ethnicity Facts and Figures webpage contains various statistics relating to the [diversity of the police workforce](#), including a data set which allows for a comparison of the percentage of officers who are Black, Asian, Mixed, White, and Other (including Chinese) with the percentage of those groups in the force area population.

The NPCC Strategy on Diversity, Equality, and Inclusion

In 2018, the NPCC published their [Strategy on Diversity, Equality, and Inclusion](#), which contains a number of commitments to drive change within the police service, with communities and with policing and CJS partners.

The APCC has previously [committed publicly](#) to driving forward the Strategy's commitments. As of April 2024, the APCC understands that the NPCC will publish an updated Strategy on Culture & Inclusion, to support the [Policing Vision 2030](#), in April 2025.

The NPCC Workforce Representation, Attraction, Recruitment, Progression and Retention Toolkit 2018-2025

The Strategy mentioned above was accompanied by a [toolkit](#), which contains a number of actionable steps that can be taken by forces locally, in the areas of:

- Leadership and Culture
- Attraction, Recruitment, Retention, Progression

- Well-being and Fulfilment
- Exit from Service with Dignity

NPCC – Understanding Disproportionality in Police Complaint & Misconduct Cases for BAME Police Officers & Staff 2019

Produced by Deputy Chief Constable Phil Cain (North Yorkshire), the NPCC [report on disproportionality](#) in misconduct processes found the following:

“Disparity is found in the amount of internal conduct allegations against Black, Asian and Minority Ethnic officers being assessed by Professional Standards Departments and a failure of supervisors to deal with low level matters at the earliest opportunity and proportionately.”

The report found this to be the case, despite a higher proportion of conduct allegations for White officers being assessed as requiring further action. This means that Black, Asian, and Minority Ethnic officers were disproportionately subjected to a misconduct investigation when the matter should have been dealt with by their supervisor.

Notable Practice Examples

South Wales – Positive Action in Practice

In 2015, the South Wales PCC undertook a review of Black, Asian & Minority Ethnic representation in South Wales Police and launched a joint strategy on Black, Asian & Minority Ethnic Recruitment, Progression and Retention. A result of the strategy, the force introduced a dedicated Positive Action Recruitment team, which oversees all positive action relating to minority ethnic recruitment across the force and delivers events in the community to encourage and attract members of under-represented groups.

To develop our pipeline of candidates from Black, Asian & Minority Ethnic backgrounds, we have implemented a bursary for any student from a minority ethnicity background undertaking the Police Professional Degree in any of the 3 Welsh universities offering this course of study. Further, the Positive Action team actively work with, and provide support to any student who identifies as Black, Asian & Minority Ethnic on the Professional Policing Degree at each year of their study. In addition, the force, with sponsorship from the Commissioner, has pioneered a positive action programme to prepare candidates from Black, Asian & Minority Ethnic backgrounds for the police application and assessment centre process. Together with, support to Black, Asian & Minority Ethnic candidates in their application to join any other role in policing, where appropriate. Each applicant from an ethnic minority background is also offered a ‘Development Champion/mentor’– an existing officer or member of staff that has been trained to guide and support applicants through the process. An ‘app’ on each South Wales Police officer’s mobile device provides up to date information on local recruitment events, and a facility to easily refer people from minority ethnic backgrounds into the programme if they are at events or on patrol.

South Wales Police has also invested in the development and mentoring of existing staff from minority ethnicities, including two bespoke courses, the first targeting those early in their careers to raise awareness of policies, processes, information, and networks that can support early development in role and planning for career development. The second looks at those considering leadership roles and seeks to support the progression and retention of the best

talent and ensures more equality in both promotional and lateral development for those from minority ethnicities. Further work is currently being developed to offer a third course, following on from the course targeting early careers, to ensure skills matching and career development are supported.

Further work to support youths in their chosen career path has also been implemented, and the Positive Action team is working with local schools offering a specific work experience programme available for students who identify as being from Black, Asian & Minority Ethnic background.

The measures put in place in South Wales Police have led to an increase in people from minority ethnicities being appointed every year since the programme began, and to the highest ever application and appointment levels of people from minority ethnic backgrounds. Results since the formation of the Positive Action recruitment team, have included an application rate from people of Black, Asian & Minority Ethnicities rising from 2.8% in 2015, to as much as 24% for some specialist police staff roles in 2023/2024. The 3-year average joiner rate across Police Officer entry routes was 6.5%. As of March 2023, officers from ethnic minority backgrounds make up 3.5 % of all officers, up from 1.9% in 2015.



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West Mercia – Positive Action and Progression

Recruitment

In West Mercia Police, the Positive Action team develops initiatives around recruitment, retention and progression, supporting the forces aim of being a representative workforce which offers everyone equality of opportunity to progress and flourish. The team provides practical support to candidates, such as Discovery Sessions to walk them through the application process, 1-2-1 support and webinars. When available, the team also attends community-based events and careers fairs to answer any questions candidates may have.

Progression

West Mercia Police run the Professional Action Learning Set (PALS) Leadership Programme. The PALS Programme is a three-year programme which aims to help break down real and perceived barriers to progression and develop the skills required to build confidence in seeking leadership roles. The programme consists of six development Action Learning Sets (ALS) spread over 10 months in year one, followed by two ALSs in years two and three. The course is delivered by Dr Ranjit Manghnani, a retired Assistant Chief Constable who now runs Guru Leadership and Coaching.

This is also completed by West Mercia Leadership, education and development (LEAD) framework. This is an inclusive Leadership development framework made up of 5 programmes, with leadership learning interventions for all Officers, Staff & Volunteers, irrespective of rank or grade. Of the 5 courses there is a specific programme called 'Inclusion'

and designed for officers and Police Staff who are part of under-represented groups within West Mercia.



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Training Providers

Here are details of some training providers who have delivered training to the APCC. Other training providers are also available.

Pearn Kandola

Professor Binna Kandola is a Business Psychologist, Senior Partner and co-founder of [Pearn Kandola](#). Over the past 35 years, he has worked on a wide variety of projects for public and private sector clients both in the UK and overseas, and is the author of a number of critically acclaimed books on the subjects of unconscious bias – ‘The Invention of Difference: The story of gender bias at work’, ‘The Value of Difference: Eliminating bias in organisations’, and ‘Racism at Work: The Danger of Indifference’.

Action for Race Equality (previously known as Black Training and Enterprise Group)

In April 2020, the APCC undertook a three-session course on diversity, equality and inclusion provided by the charity the [Action for Race Equality](#).

Carried out on Zoom and including both full-team discussions and breakout sessions, the course covered topics including recognising and interrupting unconscious bias and developing cultural competency. The final session provided APCC staff with an opportunity to consider how collectively as an organisation we can further put our commitment to DEI into practice.

Any OPCCs who think that this online training package could benefit their teams would be encouraged to get in touch with Action for Race Equality on hello@actionforraceequality.org.uk.

Police Powers and Use of Force

National statistics

- **Stop and Search**

In the year ending March 2023, according to [Police Powers and Procedures](#) statistics:

- Individuals from a Black or Black British background were searched at a rate 4.1 times higher than that of those from a White ethnic group (compared with 4.8 times in the previous year)
- Individuals identifying as Asian or Asian British were searched at a rate 1.4 times that of those from a white ethnic group
- Individuals identifying as Mixed Ethnicity were searched at a rate 1.7 times that of those from a white ethnic group
- People who self-defined their ethnicity as either Black or 'mixed or other' (or were perceived by the officer to belong to one of those ethnicities, if not stated) had an arrest rate following a stop and search of 15%. White people had an arrest rate of 13%, and people who self-defined or were perceived to be of Asian ethnicity had the lowest arrest rate (12%).

- **Arrests**

In the year ending March 2023:

- Persons who identified as Black or Black British were arrested at a rate 2.2 times higher than those who identified themselves as White (down from 2.4 in the previous year)
- Those who identified as Asian (or Asian British) or of other ethnicity were arrested at a lower rate than white people (0.9 times the rate).

- **Use of Force, including CED (conducted energy device) use**

Use of force refers to police use of restraint, unarmed skills, other equipment, less lethal weapons (including Conducted-Energy Devices, and firearms). According to the [Police Use of Force Statistics for England and Wales 2022-23](#) in the year ending March 2023:

- 7% of use of force incidents involved someone from an Asian ethnic group, 13% from a Black ethnic Group, 2% from a Mixed ethnic group, 73% from a White ethnic group, and 3% from an other ethnic group. This was similar to proportions in 2021-22.
- People from a Black ethnic group (13% of incidents) were involved in proportionally more incidents involving the police use of less lethal weapons (16%) and firearms (24%), whilst people from a White ethnic group (73% of incidents) were involved in proportionally fewer incidents involving the police use of less lethal weapons (71%) and firearms (54%), compared with other tactics.
- Incidents where a CED was used involved someone perceived as being from a Black ethnic group at a rate 4.2 times higher than someone perceived as being from a White ethnic group in police force areas in England and Wales (excluding the Metropolitan police), and

at a rate 4.4 times higher in the Metropolitan police force area. This compares to 4.1. and 4.7 respectively for the year ending March 2022.

- CED discharge incidents (where the CED is fired or used to deliver a ‘drive-stun’ or ‘angled drive-stun’) involved someone perceived as being from a Black ethnic group at a rate 3.9 times higher than someone perceived as being from a White ethnic group in police force areas in England and Wales, and at a rate 3.9 times higher in the Metropolitan police force area. This compares to 3.8 and 4.1 respectively in the year ending March 2022.

Resources Children’s Commissioner’s Report on the Strip Searching of Children

In August 2024, the Children’s Commissioner published [the first complete dataset](#) in relation to the strip searching of children in England and Wales, covering the period from 2018 until 2023.

The report considered ‘strip searches’ as searches when an officer removes clothing exposing intimate parts, and may involve physical contact, which are supposed to be conducted in a custody suite, or as part of a stop and search (out of public view, but not in a police vehicle).

Amongst its findings, the reports states that:

- The number of strip searches under stop and search appears to be declining, whilst the majority of forces have reported making policy changes since March 2022.
- The proportion of searches conducted involving a child aged 15 years old or younger has increased between 2018 to 2022, whilst Black children are still disproportionately more likely to be strip searched.

Amongst its recommendations, the report states that forces should report annually on the number and circumstances of strip searches involving children to Police and Crime Commissioners.

EHRC Guidance on Artificial Intelligence in Public Services

Artificial Intelligence (AI) is the science and practice of using computers to support decision-making or the delivery of services and information. Examples of the use of AI in policing include facial recognition technology, and ‘predictive tools’ which use data to predict where certain crime types are likely to occur.

As mentioned above, the EHRC have produced guidance on how public services using AI can ensure their use of the technology is in line with their public sector equality duties.

Criminal Justice Alliance - *More Harm Than Good – Super-Complaint*

In May 2021, the CJA published a [super-complaint](#) regarding the use of Section 60 Stop and Searches. Section 60 of the Criminal Justice and Public Order Act 1994 allows the police to stop and search anyone in a given area for a set period of time without needing reasonable grounds to suspect they have committed a crime. In the super-complaint, the CJA described the power as “discriminatory and traumatising”, and called for the Government to repeal the

powers, whilst advocating that if the powers are retained the Government should introduce stronger safeguards to mitigate harm caused.

In December 2023, HMICFRS, IOPC and the College of Policing published [their response](#) to the super-complaint, which included a recommendation to PCCs with regard to community scrutiny panels. The APCC response was subsequently [published on gov.uk](#).

Independent office of Police Conduct recommendations on Stop and Search

In April 2022 the [IOPC published a national learning report on Stop and Search](#). The report underlines that whilst the IOPC recognises the value of having a power that allows officers to detain and search a person who is not under arrest, its disproportionate use against Black, Asian, and other minoritized ethnic groups has been a “concern of many years”. The report makes a number of recommendations at a national and strategic level, to the NPCC, the College of Policing and the Home Office.

HMICFRS Report on Disproportionate Use of Police Powers

In February 2021, HMICFRS published their report [“Disproportionate use of police powers: A spotlight on stop and search and the use of force”](#).

The report found that generally, forces are improving training for officers and staff in terms of preventing unfair behaviour as well as ensuring that this training is applied in interactions with the public. The report also states that in 2018-19, forces were better at monitoring stop and search following the Inspectorate’s last inspection in this area in 2017.

However, the report also states that disproportionality in the use of Stop and Search persists, and that no force can satisfactorily explain why. The [APCC response to the report can be viewed on the APCC website](#).

Notable Practice Examples

Bedfordshire – Community Scrutiny

Bedfordshire Community Scrutiny Panel have been cited as an example of good practice by the Criminal Justice Alliance report mentioned above. The panel is chaired by Phil Dickson-Earle alongside his vice chair’s Renee Henry and Simon C. The panel consists of 27 members from diverse backgrounds and ages from pan Bedfordshire and these members cover two different sub panels for stop and search and use of force.

The Office of the Police and Crime Commissioner (OPCC), Bedfordshire Police and the Scrutiny Panel chair and vice chairs reviewed the panel structure in 2023 which led to multiple changes such as introducing a new data panel to analyse stop and search and use of force statistics provided by Bedfordshire Police on a quarterly basis which will enable members to focus on particular areas of interest in the sub panels e.g. top searching officers. The aim is to ensure all disproportionality within the data provided has reasonable cause, thus contributing to increased transparency between the force and the community of Bedfordshire



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Humberside – Police Powers, Custody and Hate Crime Scrutiny

In 2020-21 Humberside OPCC reviewed scrutiny arrangements and again in 2022-23. A key change was a more community-led and independent approach. There is now a Police Powers Scrutiny Group, incorporating stop and search/use of force scrutiny, and a Hate Crime Scrutiny Group. Each group has an independent Chair and twelve community volunteers. Their diverse representation allows for better influence of local needs, differences in thinking, points of view and approaches. When recruiting, we wanted to hear from those affected by use of police powers or who had lived experience of hate crime. We now have new agreements in place with Humberside police to allow unvetted members of the community sit on our scrutiny panels. This expands diversity within our panels and allows people with direct lived experience the chance to have their voice heard.

The panel chairs meet several times over the year, reporting direct to the independently chaired Ethics and Scrutiny Board. The Board explores ethical issues and matters raised through scrutiny, generating organisational learning, informing policing priorities, challenging, and creating openness and transparency. The scrutiny groups look at Humberside Police's use of force, stop and search, and hate crime records and policies, analysing the appropriateness of powers used and assessing potential disproportionality. This is achieved through examination of logs, reports, policies, practices, and body worn video footage, providing feedback to the force, and highlighting areas of good practice or concern. Data is regularly scrutinised, and actions and outcomes published on the OPCC website. An update also forms part of the OPCC annual report. In addition, members observe and comment on police training, including Officer Safety Training, Stop and Search classes and training on use of Taser.

In 2021-22 we expanded our scrutiny panels, looking at Out of Court Disposals, and more recently in 2023 we created a scrutiny panel surrounding Custody related issues, to sit alongside our Independent Custody Visitors Scheme.

Upon recent review, we have also been looking at our recruitment strategy to try and target lesser heard communities. We are reaching out to local organisations who help these communities as they may be able to offer a voice for those communities. We are actively looking to form partnerships and invite them to sit on our panels to try and incorporate the voice of the voiceless.

These panels show our overall volunteering approach, ensuring these are community-led, allowing the people of Humberside a voice in how its police force is managed. This in turn increases public confidence in policing.



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North Wales – Race Stakeholder Group

North Wales Police host a quarterly Race Stakeholder Group meeting for Black, Asian, and Minority Ethnic (BAME) stakeholders to share their views on policing in North Wales, and to discuss current and ongoing issues experienced in relation to policing and crime. The group

includes individuals, external agencies (including Community Cohesion Coordinators), and third sector race representative organisations. It receives updates from the North Wales Black and Asian Police Association and the CPS. The NPCC Police Race Action Plan and the Criminal Justice in Wales Anti-Racism Action Plan for Wales are standing agenda items for discussion at this forum. The Force Diversity Officers provide an update on hate crime issues and statistics for the quarter. An update is also given on stop and search.

Meetings are chaired by an ethnic minority member of OPCC staff.

The Force also operates a Public Encounters Board and Body Worn Video Scrutiny Groups (for Stop and Search and for Use of Force), each of these include community members and OPCC attendance. These groups carry out detailed scrutiny of police action taken. Together these meetings/groups ensure openness and transparency within Stop Search and Use of Force scrutiny.



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Northumbria – Annual Reports on the use of Stop and Search

Northumbria Police produce annual reports into the use of Stop and Search for the purpose of providing a transparent view of their performance. There was an overall increase in the use of stop and search across all groups from 5547 in 2022/23 to 8770 in 2023/24, an increase of 58%. With the significant increase in the volume of stop and search, there is an increase in the disparity ratio of ethnic minority individuals from 1.2 in 2022/23 to 1.3 in 2023/24 and with black individuals, there is a decrease from 2.2 in 2022/23 to 2.1 in 2023/24.

The force is committed to understanding and tackling this disparity. Operational Single Points of Contacts (SPOCs) have been established within each Command Area who review the use of stop and search to ensure they are legitimate, fair and help identify areas for development. Overall, Body Worn Video (BWV) usage has increased from 78% in 2022/23 to 87% in 2023/24, which reflects the focus on improving the use of BWV to support transparency. BWV continues to feature as part of supervisor reviews, operational level SPOC assessments and scrutiny panel performance reviews.

Through the contribution and feedback of the Police Powers External Advisory Panel, the force has improved how it records stop and search, ensuring it provides greater understanding on how police powers are used.



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West Midlands – Stop and Search and Use of Force Scrutiny

In the West Midlands, there are ten scrutiny panels across the region, which are made up of members of the public and chaired by an independent community member. The panels each meet bi-monthly to scrutinise West Midlands Police (WMP)'s use of stop and search and use of

force. The panels focus on the Neighbourhood Policing Unit they are based in, view randomly selected records and their corresponding body-worn video (BWV) footage, but also scrutinise the local data.

There are also two scrutiny panel pilots:

- 1) Youth scrutiny panels in Dudley, Wolverhampton and Sandwell, which operate in a similar way to the general panels.
- 2) Custody scrutiny panel, which scrutinises strip searches and use of force in custody.

They also hold a bi-annual Stop and Search Commission, chaired at Assistant PCC level, to publicly hold senior WMP officers to account on WMP's use of stop and search and use of force powers.

One of the overarching issues that the panels aim to address is racial disproportionality within WMP use of stop and search and force powers. With regard to public concern about racial disproportionality, independent community oversight and scrutiny of police powers is vital for transparency and improving public confidence. Some of the issues that the panels aim to address, that contribute to addressing racial disproportionality, include officer body-worn video (BWV) compliance; positive outcome rates; find rates; and procedural justice and fairness.

We also strive to secure diverse representation on the panels, through targeted community outreach, including attending community/religious groups, to publicise the opportunity to harder to reach groups.

Success has been measured through the improvement of a series of metrics including:

- Positive Outcome Rates: this has increased from around 6% in 2010-11 to approximately 28%, meaning searches are far more successful. And importantly, there is little difference in positive outcome rate across different ethnicities.
- BWV compliance: stop and search rate is 95.8% (and was 42% three years ago).
- Racial Disproportionality: Black disproportionality rates for use of force have decreased from 3.8 in 2019 to 3.4 in 2022.

Without the oversight and scrutiny of our community panels, providing WMP with challenges over data they were concerned by, and our other oversight mechanisms we do not believe we would have seen the improvements that we have.

The next steps are:

- Build greater resilience in our scrutiny panels and promote greater consistency across the West Midlands force area through the development of a training/induction pack and in-person training session for existing and new panel members, the Chair, and the WMP representative that sits on the panel; which equip all involved with the tools to effectively scrutinise and layout clearly what information is expected to be provided by WMP.

- We are always looking to expand our membership in some of our scrutiny panels, with concerted effort to recruit people from a diverse range of backgrounds, including those with lived experience.



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Disparity in the Wider Criminal Justice System

National Statistics

In the year ending March 2023 according to [Youth Justice Statistics](#):

- Black children remain over-represented, accounting for 11% of all children cautioned or sentenced compared with 6% of the 10 to 17 population, although the number of Black children cautioned or sentenced decreased by 10% compared with the previous year.
- Black children remain overrepresented in custody, accounting for 26% of the youth custody population compared with 6% of the 10 to 17 population. However, the number of Black children in custody decreased by 9% compared to the year ending March 2022, the largest decrease of any ethnicity.

As of 1 April 2023, according to [statistics from the Ministry of Justice](#):

- Amongst barristers, solicitors, and Chartered Legal Executives, the proportion of individuals self-identifying as ethnic minority was broadly in line with those of the relevant working population (25-74) in England and Wales from the 2021 Census. Ethnic minority individuals' representation for both court and tribunal judges increased from 7 to 11%. However, whilst there was a three-percentage point rise in Asian individuals and a one percentage point increase for those of mixed ethnicity, there was no overall change in the representation of Black individuals, which remained at 1%.

Resources

Sentencing Council report on Public Knowledge of and Confidence in the Criminal Justice System and Sentencing

The Sentencing Council in 2022 published [research](#) revealing that adults from Asian ethnic backgrounds were significantly more likely to say that they were confident in the effectiveness of the CJS compared with adults from other ethnic backgrounds (66 per cent versus 51 per cent White, 52 per cent Black and 45 per cent Mixed ethnicity)

When considering the fairness of the system, three in five (60 per cent) Asian adults and over half (54 per cent) of White adults reported feeling confident compared with less than half (45 per cent) of Black adults and a third (35 per cent) of adults from Mixed ethnic backgrounds.

Youth Justice Board (YJB) Disproportionality Tool

The latest version of the Youth Justice Board's Summary Disproportionality Tool is now available to download on the Knowledge Hub.

The Disproportionality Tool provides information about how members of all ethnic groups were represented in the Youth Justice System (YJS) in England and Wales in the

years ending March 2017 to March 2022. APCC members can use the Tool to increase their understanding of YJS disproportionality in their areas.

To access the Tool, please contact richard.denham@apccs.police.uk, who will provide you with access to the discrete group on the Knowledge Hub where the Tool is stored. Please also take time to read the guidance document, which outlines how the data can be used, in line with the Data-Sharing Agreement signed between the APCC and the YJB.

Criminal Justice Alliance and the Centre for Justice Innovation – Working with the community and voluntary sector

In June 2021, the Criminal Justice Alliance and the Centre for Justice Innovation published a document highlighting challenges currently facing the criminal justice system and suggesting solutions that PCCs could include in their plans.

The report '[Public Safety, Public Trust](#)' focuses on ways that PCCs could work together with community and voluntary sector organisations to tackle issues including race inequality, the harm caused by drugs, and violence and exploitation. The report cites numerous examples of good practice from PCC areas including Warwickshire, Dyfed-Powys, and the West Midlands.

HMICFRS, CoP, and IOPC Report on Police Response to Sexual Abuse Victims from Ethnic Minority Backgrounds and Honour-Based Abuse

In August 2020, the Tees Valley Inclusion Project (TVIP), in collaboration with the Halo Project submitted a super-complaint regarding the police response to victims of sexual abuse from ethnic minority backgrounds. In the super-complaint, TVIP stated that there were a number of features of policing causing harm to these victims, including the overuse of voluntary suspect interviews, a failure to keep victims informed following the report of sexual abuse, and a lack of empathy from the police.

To examine these claims, HMICFRS then carried out an [investigation](#), which found that:

- There is a lack of robust data on victim ethnicity
- Sexual abuse victims are not receiving a consistently good service
- There is a need for forces to be aware of the additional pressures and barriers facing some ethnic minority victims of sexual abuse who may be at risk of honour-based abuse

The report made a number of recommendations, including for PCCs to ensure that consultation processes are inclusive of the whole community before commissioning services for victims.

Notable Practice

Northumbria – Business Hate Crime Attrition


Northumbria’s Local Criminal Justice Board (LCJB) have been exploring approaches to tackle business hate crime attrition and how referrals to the courts can be increased.

The OPCC worked in partnership with Northumbria Police and the CPS to consult taxi drivers, those working in convenience stores, and in the nighttime economy such as take-aways, to better understand barriers and experience of reporting hate crime and the challenges faced to remaining in the criminal justice process.

Following the consultation, the OPCC, Northumbria Police and the CPS will focus their efforts on performance, victim satisfaction and partnerships, with relevant actions incorporated into Northumbria Police’s Hate Crime Action Plan and progress reported to the LCJB. To address the issues raised at the consultation, Northumbria Police have set up a Hate Crime Panel with the CPS to review cases, with a particular focus on looking at first response of the police, use of language and the investigation journey. Special Point of Contacts for hate crime at Senior Management levels have been introduced in Area Commands, Control Room, Telephone Investigation Units and Custody, with responsibility for improving performance. Connected Voice’s Advocacy Service which is commissioned by the OPCC to support victims of hate crime, will undertake targeted awareness raising with businesses on how it can help victims to recover. Dip-sample processes will also be implemented to measure the standard of hate crime investigations from point of contact, through to completion and the force’s Community Engagement Teams will roll out face to face training on the correct recording and investigations of hate crime for all frontline staff.

To improve victim satisfaction Northumbria Police will implement processes to map out how repeat victims are identified, and measures put in place to support victims and prevent victimisation, and their Harm Reduction and Communities Team will implement a pilot project with CPS, for ‘word on word’ hate crime, where the emphasis is placed on the victim and positive decisions on charging. The CPS will explore effective routes of communicating and tailoring their information on how victims can be supported through the CJS.

It is envisaged that these actions will increase the number of cases sent to the CPS for consideration of charging, improve consistency of outcomes for hate crime victims, continue to improve victim satisfaction and improve the service provided by response officers.

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Thames Valley – The Reading Hate Crime Scrutiny Panel

Active for over 5 years, the Panel has enhanced accessibility in the past 3 years by fostering community engagement. Chaired by the Alliance for Community Cohesion and Racial Equality in collaboration with the Reading Local Police Area Community and Diversity Officer (CADO), the bi-monthly held panel involves members representing ethnic minorities, LGBT+, and refugee communities.

Five carefully selected case studies are scrutinised before each meeting, addressing reporting, allocation, and investigation of hate crimes. Learning points are documented for police officers and community benefit. A public forum, held semi-annually, invites scrutiny panel members to share findings with the community, addressing hate crime trends and figures. Themes, such as mental health, are chosen based on community concerns.

The initiative aims to empower the public to hold the Chief Constable accountable, fostering transparency and understanding of policing powers. Scrutiny contributes to Thames Valley Police's Diversity, Equality, and Inclusion Strategy, ensuring fair and equitable services. The success is measured by diverse community engagement, monitored through feedback on increased confidence and trust in police efforts. Future steps include publicising the panel's existence, emphasising police efforts and areas for improvement, fostering transparency for better community trust, and ensuring staff commitment to effectively address hate crimes. Ultimately, the goal is to enhance public satisfaction through various channels, including social media and personal interactions.

Developing a community-based approach to tackling knife crime in Milton Keynes

This initiative focuses on preventing knife crime and building trust with the Black Communities, addressing barriers to tackling knife crime. Progress is measured through engagement and the local engagement plan, along with the Race Action plan consultation.

After a tragic stabbing in the Congolese community, the CADO (Community and Diversity Officer) engaged with the community, attending vigils positively received for police visibility and willingness to hear views. Further homicides prompted engagement with the Black African community at events like the African Diaspora Festival, leading to positive feedback. The CADO collaborated with the Chair of the African diaspora, resulting in police involvement in a parent event on knife crime dangers.

This proactive engagement continued with knife crime awareness sessions for Black communities, incorporating the Race Action plan. Sessions were delivered across Milton Keynes, engaging Somali youth, mosques, and various communities. A strategic community engagement plan, chaired by a Chief Inspector, includes independent scrutiny from the Chair of the Community Foundation. Additionally, an independent chair from the Black Caribbean community was appointed for the bi-monthly stop and

search scrutiny panel, ensuring ongoing community feedback to enhance policing responsiveness, build trust, and confidence.



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Annex A: Summary of the NPCC and CoP Police Race Action Plan

Purpose

1. This summary of the [NPCC and CoP Police Race Action Plan](#) is intended to provide an overview of the Plan and highlight parts of the plan which specifically mention PCCs and Mayors. Parts of the Plan which reference the APCC, PCCs, and Deputy Mayors are put in bold italics below.
2. Over the next six months, the NPCC and the CoP will engage with “stakeholders and communities” to refine the actions; an updated iteration of the Plan will be published in December 2022.

Foreword (pages 2-4)

3. The Foreword acknowledges that in the UK, “policing has a difficult history in its relationships with Black communities”. It states that progress has been made since the publication of the Macpherson Report in 1999 following the racist murder of Stephen Lawrence, but that

“The challenge for reform, set out by Macpherson, cannot be said to have been unambiguously answered by policing. Many people believe policing to still be institutional racist and have grounds for this view.”

4. The Foreword acknowledges that “societal racism to Black people is much wider than policing”, but that “policing has a much higher obligation than any other public service, given its ability to deprive liberty and use the most intrusive powers”. The Foreword then underlines that “the collective trust of society is critical to a police service built upon consent”

Overview (pages 5-9)

5. The Overview explains how the Plan has been developed jointly by the NPCC and the CoP, with input from the stakeholders including the National Black Police Association, and the **Association of Police and Crime Commissioners**. The Overview also states that the NPCC and the CoP have taken into account the Government’s [Inclusive Britain](#) report.
6. The Overview then outlines the case for change, stating that “without the trust and confidence of Black communities, police is less effective at protecting all communities”; and that the racial disparities affecting Black people are “most acute”. The Overview clarifies that “Black” in the context of this report refers to people from Black African, Black British, Black Caribbean, Black Other and Mixed Black backgrounds.

7. The Overview acknowledges disparities faced by other ethnic minorities, such as the Asian, and Gypsy, Roma, Traveller communities. The overview states that this Plan is in addition to ongoing efforts to ensure that policing is inclusive and fair to all (e.g., the NPCC Strategy on Diversity, Equality, and Inclusion).
8. The Overview then concludes by stating that the NPCC and CoP’s vision is “for a police service that is anti-racist and trusted by Black people”.

Outcome Framework (pg. 10)

9. The Outcome Framework outlines how the Plan seeks to ensure that Black people feel “not under-protected” (e.g., through reducing Black victimisation); “not over-policed” (E.g., through eliminating racial bias); “involved” (e.g., in oversight and scrutiny processes), and “represented” (e.g., through ensuring that Black people are encouraged and “well-prepared” to apply for police roles”).

Summary of the Plan (pg. 11-14)

10. The Summary of the plan outlines the NPCC and the CoP’s “core commitments”, which include “zero tolerance of racism in policing”, at a personal/interpersonal, force, and national level; adopting an ‘explain or reform’ approach to addressing negative impacts and outcomes experiences by Black people; ensuring that officers and staff understand the history of policing Black people and the ongoing trauma of disproportionality; developing a representative workforce, and increasing the involvement of Black communities in its work.

Summary of Actions (page 15-19)

Work stream 1: Black people and communities are properly represented within policing, with an internal culture that promotes inclusivity and supports their development and progression.

11. Actions in this workstream include the following:
 - a. Increasing the awareness and understanding of every officer and member of staff of racism, anti-racism, Black history and its connection to policing through the introduction of a mandatory programme of training for all police officers and staff.
 - b. Improving the recruitment, retention, and progression of Black people within policing through the targeted mentoring and talent development programmes to build the confidence and skills of – and to promote progression of – Black officers and staff; implementation of a national standard across all recruitment and promotion processes to minimise racial disparities.
 - c. Improving understanding of, and addressing, workplace disparities and the experiences of Black officers and staff through collation and annual reporting of the ethnicity pay gap across forces to understand and address any pay disparities.
 - d. **Reducing racial disparities in misconduct and complaints processes and improving support to Black officers and staff through the NPCC, working with APCC colleagues**, reviewing misconduct and disciplinary processes. Page 26

outlines how the NPCC will work with the APCC to develop guidance around Independent Panel Chair selection.

Workstream 2: Black people and communities are respected and treated in a fair and equitable way

12. Actions in this workstream include:

- a. Development of a new national approach to help forces identify and tackle racial disparities in the use of powers, including traffic stops, stop and search, and use of Taser.
- b. Proposals to strengthen governance and oversight of the use of police powers through effective supervision and community scrutiny of police data and body-worn video (BWV) footage.
- c. Assessing the impact of digital forensics on Black people (biometric data, facial recognition and artificial intelligence) and taking action to reduce bias.

Workstream 3: Black people and communities are routinely involved in the governance of policing.

13. Actions in this workstream include:

- a. ***Developing a stronger national-level and force-level approach to improving the engagement of Black communities in policing activity and governance, working with the APCC;*** including to develop a 'You said, we did' accountability process.
- b. Evaluating current and new approaches for building trust and confidence with Black communities, including young Black people.

Workstream 4: Black people are not 'under-protected' and are properly supported as victims of crime and as vulnerable groups.

14. Actions in this workstream include:

- a. Developing a national programme of work, engaging the NPCC, the APCC and the College, to understand which crime types have a disproportional impact on Black people and the service level that Black victims receive.
- b. Developing a more effective police response to hate crime committed against Black people
- c. ***Police and Crime Commissioners leading a refresh of local crime prevention plans to improve support to Black communities, to reduce the victimisation and marginalisation experienced by Black people, and to improve victim satisfaction.*** Page 46 details how the NPCC will work with the APCC on this, to ensure that forces will be able to focus on areas within plans that reduce victimisation experienced by Black people.
- d. ***The NPCC and the College to work with PCCs and departments across government to explore opportunities to secure additional funding to support more effective outcomes for Black people.***

APCC Response

In response to the publication of the Plan, the APCC Joint Leads on Race Disparity [stated](#) the following:

“[...] we welcome the fresh energy that is now being invested by Chief Constables into a commitment to tackle the disparities faced by Black people in policing and criminal justice. We are encouraged that the NPCC and College of Policing will be working with the public on this important issue [...] We additionally welcome the way in which the APCC is being asked to engage by monitoring and scrutinising the progress and outcomes set out in the NPCC and the College’s Plan.”

The APCC press statement also detailed some of the key work that the APCC is doing in this area, including its own [Race Disparity Action Plan](#), and the [APCC Equality Framework](#).

Independent Scrutiny and Oversight Board Annual Report

In August 2023, the Independent Scrutiny and Oversight Board of the Police Race Action Plan published their [annual report](#), which included a number of recommendations for change for the Plan, including:

- Restructuring the Programme to better reflect an anti-racism programme

Specifically, the report calls for the Programme to “flatten its structure to both reduce the number of levels between those in leadership and those tasked with execution, and to better reward talent, dedication, and delivery”.

- Introduce tangible and measurable performance metrics

This includes suggesting greater involvement from HMICFRS and the IOPC in terms of measuring the Plan’s success.

- Identify clear areas of focus

The report states that there is no clear focus in the Plan on stop and search, and also that there is a lack of an intersectional approach being taken when it comes to Black women and girls, Black people with mental health vulnerabilities and those who speak English as a second language.

- Increase engagement with external stakeholders

The report references the need to engage people under the age of 25. The report also laments the lack of qualitative discussion undertaken to supplement the survey which ran between May and August 2022.

- Develop and deliver a clear communications strategy

The report states that “much of the work completed in the programme has been insular with limited communication with the public” and that a consequence of this

is “that positive pieces of work delivered by the Programme are not within public knowledge”.

- Improve the flow of information to the ISOB

The report states that “information is not always shared with the ISOB as openly as [they] would expect” and that they “have never been told who the more problematic/cynical/slow-adopting Forces” are.

- Provide adequate resourcing to the Plan

The report highlights how “much of the day-to-day work of Plan implementation falls onto workstream coordinators [who] have no individual administrative support despite [their] wide-ranging responsibilities for delivery”.