

APCC Race Disparity Working Group Action Plan 2021-22

1. Introduction

This Action Plan sets out the actions that members of the APCC Working Group on Race Disparity (PCCs, Deputy Mayors for Policing and Crime, and Deputy PCCs) and members of the APCC Secretariat can take to deliver on the objectives of the Working Group.

2. Objectives

The purpose of this Action Plan is to coordinate PCC activity both nationally and locally to tackle race disparity in policing, criminal justice, and beyond.

This Action Plan will enable the Working Group to carry out its key activities, as outlined in its Terms of Reference:

- Engaging and informing PCCs / OPCCs on race disparity.
- Engaging with key national stakeholders including charities and voluntary sector groups on race disparity
- Interface with the Government, NPCC, and other organisations on their work on race disparity.
- Engaging with national media on race disparity.

The Action Plan ultimately aims to enable the APCC and its members to meet their duties under the Equality Act, as outlined in commitments set out in the APCC Business Plan 2020-22.

The Action Plan is divided into two sections: actions for the APCC Secretariat, and actions for APCC Leads who are members of the Working Group, with support from the APCC Secretariat.

3. Basis for actions

In order to align with existing APCC and partner organisation priorities, the actions identified below are based on a number of sources, including existing APCC equality objectives, actions carried over from the previous Action Plan, the Equality Act (2010), and recommendations made in national reports published since the last Action Plan was developed.

3.1. Existing APCC Portfolio Equality Objectives

As well as the Equality, Diversity, and Human Rights Portfolio, a number of APCC portfolios have identified equality objectives, including the Performance Portfolio, the Serious Violence Portfolio and the CJS Portfolio.

3.2. The APCC Race Disparity Working Group Action Plan 2020-21

A number of actions have been carried over from the Action Plan for the previous APCC Race Disparity Working Group, either because they were not completed or because they are ongoing¹.

¹ https://www.apccs.police.uk/media/5849/rdwg-action-plan-nov_2020v2.pdf

Actions in the Plan were based on a review of recommendations presented by a number of Government and third sector reviews, including the Macpherson Review², the Lammy Review³, and the Angiolini Report⁴.

3.3. IOPC Review of IOPC cases involving the use of Taser 2015-2020

In August, the Independent Office of Police Conduct published a report setting out their findings following a review of 101 independent investigations they had conducted involving the use of Taser between 2015 and 2020. The report made a number of recommendations to Government, the College of Policing, forces and PCCs for improvements in scrutiny⁵.

3.4. The Home Affairs Committee Macpherson 22 Years On Report

This report assesses progress against many of the recommendations contained within the report published by Sir William Macpherson in 1999 following the racist murder of Stephen Lawrence.

The report states that evidence to their inquiry underlined that there is a significant problem with confidence in the police within Black communities. It also stated that, despite many years of commitments being made to race equality by the police service and the Home Office, there are still persistent, deep-rooted, and unjustified racial disparities in key areas⁶.

3.5. 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 forces are generally improving training for officers and staff in terms of preventing unfair behaviour and are 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 than was found in the Inspectorate’s last review of 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 why⁷.

3.6. The Commission on Race and Ethnic Disparities Report

On 31 March 2021, the Government’s Commission on Race and Ethnic Disparities published its final report. The report states that whilst the UK is not yet a “post-racial society”, “the roots of advantage

²

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/277111/4262.pdf

³

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf

⁴

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/655401/Report_of_Angiolini_Review_ISBN_Accessible.pdf

⁵ https://www.policeconduct.gov.uk/sites/default/files/Documents/research-learning/IOPC_Taser_review_2021.pdf

⁶ <https://committees.parliament.uk/publications/7012/documents/72927/default/>

⁷ <https://www.justiceinspectores.gov.uk/hmicfrs/wp-content/uploads/disproportionate-use-of-police-powers-spotlight-on-stop-search-and-use-of-force.pdf>

and disadvantage for different groups are complex, and often as much to do with social class, 'family' culture and geography as ethnicity”.

The report makes 24 recommendations for change, grouped into four broad themes: building trust; promoting fairness; creating agency and achieving inclusivity⁸.

3.7. The Equality Act 2010

Under the Public Sector Equality Duty (PSED) within the Equality Act 2010, PCCs are required to have due regard to the need to eliminate conduct prohibited by the Act (such as discrimination, harassment, and victimisation), advance equality of opportunity and foster good relationships between different people⁹.

4. Plan for the Actions

The Working Group will review progress on the actions at each Working Group meeting. The Action Plan will be a living document: additional actions that are in-line with the objectives (as outlined at 2 above) can be developed as necessary.

8

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/974507/20210331_-_CRED_Report_-_FINAL_-_Web_Accessible.pdf

⁹ <https://www.equalityhumanrights.com/en/equality-act/equality-act-2010>

APCC Action Plan



APCC Actions

These actions focus on work to be undertaken by the APCC Secretariat.

Action 1	
<p>The APCC to continue publishing the Race Disparity Toolkit twice a year.</p> <p>The toolkit collates publicly available data relating to race disparity and information on how to access other data sources (e.g., the Youth Justice Board Summary Disproportionality Tool). The Toolkit will continue to highlight examples of good practice in the ways that PCCs are tackling race disparity locally, including initiatives relating to:</p> <ul style="list-style-type: none"> • Improving workforce diversity. • Using data (including on public confidence) to hold the Chief Constable to account. • Ensuring that scrutiny processes are in place over the use of police powers, ensuring that Equality Impact Assessments are used to monitor force and OPCC compliance with duties under the Equality Act. • Tackling Serious Violence. 	
Action Holder	APCC Secretariat: EDHR Policy Manager, Director of Policy and Strategy, APCC Chief Executive.
Action Origin:	IOPC Review on TASER; Home Affairs Committee Report; HMICFRS Report on Disproportionate Use of Police Powers; Priorities for the Performance, Serious Violence and EDHR Portfolios.
Action 1a	
All members of the Working Group to ensure that their offices are accessing and contributing to the Toolkit, and to encourage their PCC colleagues in their regional and political groups to do the same.	
Action Holder	PCCs, Deputy Mayors and DPCCs who are members of the APCC Race Disparity Working Group.
Action 2	
<p>The APCC to produce and share an Equality Framework with its members, which includes criteria on:</p> <ul style="list-style-type: none"> • Monitoring and scrutinising the use of force and police powers. • The importance of emotional competencies in police recruitment with regard to the need to work with highly vulnerable groups. • Ensuring that training on the importance of equality, diversity, and inclusion is provided to all levels within police forces. <p>The APCC to update the Framework annually.</p>	

APCC Action Plan



Action Holder	APCC Secretariat: EDHR Policy Manager, Director of Policy and Strategy, APCC Chief Executive.
Action Origin:	Outstanding actions in 2020-21 Action Plan; IOPC Report on TASER; HMICFRS Report on Disproportionate Use of Police Powers
Action 2a	
All members of the Working Group to commit to implementing the Framework locally, and encouraging PCC/Deputy Mayor colleagues in regional and political groups to implement it also.	
Action Holder	PCCs, Deputy Mayors and DPCCs who are members of the APCC Race Disparity Working Group.

Action 3	
APCC Leads on EDHR and CJS to ensure that all PCCs are aware of the opportunity for their offices to access the Youth Justice Board Summary Disproportionality Tool in order to understand local disparities and take appropriate action, working with partner agencies through local Criminal Justice Boards.	
Action Holder	APCC leads on EDHR, APCC Leads on CJS
Action Origin:	Priorities for the APCC CJS Portfolio; the 2020-21 Action Plan
Action 3a	
All members of the Working Group to commit to ensuring that their offices are accessing the Summary Youth Disproportionality Tool data to inform their work locally, and encouraging PCC/Deputy Mayor colleagues in regional and political groups to do the same.	
Action Holder	PCCs, Deputy Mayors and DPCCs who are members of the APCC Race Disparity Working Group.

Action 4	
The APCC to provide annual training for PCCs to enable them to effectively discharge their duties under the Equality Act locally.	
Action Holder	APCC Secretariat: EDHR Policy Manager, Director of Policy and Strategy, APCC Chief Executive
Action Origin:	Priorities for the APCC EDHR Portfolio
Action 4a	
The APCC EDHR Leads to encourage PCCs to take part in any training; all Working Group members to encourage PCCs in their regional and political groups to take part.	
Action Holder	PCCs, Deputy Mayors and DPCCs who are members of the APCC Race Disparity Working Group.

▶ APCC Action Plan



Action 5	
The APCC Communications Team to ensure that communications on the use of TASER, use of force, and other issues where race disparity is relevant, recognise the validity of community concerns and the impact that disproportionality has on public confidence. The APCC Communications Team to ensure that the APCC Leads on EDHR and Race Disparity can speak out in response to relevant events and developments.	
Action Holder	APCC Head of Communications; APCC Chief Executive.
Action Origin:	IOPC Report on TASER, priorities for the APCC EDHR Portfolio

Engagement as APCC Leads

These actions focus on work to be undertaken by APCC Leads as members of the Working Group, with support from the APCC Secretariat.

Action 6	
The APCC Leads on EDHR to promote proactively the use of Equality Impact Assessments by Police and Crime Commissioners and Deputy Mayors, as well as more widely across the policing landscape, in order to ensure that OPCCs and forces are compliant with their duties under the Equality Act.	
Action Holder	The APCC Leads on EDHR, use of Force, and Transparency & Integrity.
Action Origin:	The Equality Act 2010

Action 7	
The APCC EDHR, Use of Force, and Transparency & Integrity Leads to engage with the College of Policing and the NPCC regarding use of force - including the use of Taser in drive-stun mode - and drive progress at a national level on monitoring and scrutiny. The Leads to develop and take responsibility for any further actions as appropriate.	
Action Holder	The APCC Leads on EDHR, use of Force, and Transparency & Integrity.
Action Origin:	IOPC Report on TASER

Action 8	
APCC Transparency & Integrity Leads to engage with the NPCC on progression of the recommendations contained in the 2019 Report on Disproportionality in Misconduct. The Leads to develop and take responsibility for any further actions as appropriate.	
Action Holder	The APCC Leads on Transparency & Integrity.
Action Origin:	The APCC Race Disparity Action Plan 2020-21

Action 9	
The APCC EDHR and Workforce Leads to continue engaging with the College of Policing and the relevant NPCC Leads regarding the implementation of stop and search, to ensure that officers can access de-escalation training and take a consistently person-centred approach. The Leads to develop and take responsibility for any further actions as appropriate.	
Action Holder	The APCC Workforce and EDHR Leads.
Action Origin:	Commission on Race and Ethnic Disparities: The Report; HMICFRS Report on Disproportionate Use of Police Powers

APCC Action Plan



Action 10	
The APCC Addiction and Substance Misuse Leads to ensure that race disparity and other equality issues are highlighted where appropriate in national policy discussions on addictions and substance misuse, with any areas of concern reported back to the Race Disparity Working Group.	
Action Holder	The APCC Addiction and Substance Misuse Leads.
Action Origin:	Commission on Race and Ethnic Disparities: The Report

Action 11	
The APCC EDHR Leads to engage with the NPCC and the College of Policing regarding recommendations in the Commission on Race and Ethnic Disparities Report for the creation of a minimum standard framework for community “safeguarding trust” groups, as well as progress on similar recommendations in the HMICFRS Report on Disproportionate Use of Police Powers. The Leads to develop and take responsibility for any further actions as appropriate.	
Action Holder	The APCC EDHR Leads.
Action Origin:	Commission on Race and Ethnic Disparities: The Report; HMICFRS Report on Disproportionate Use of Police Powers

Action 12	
The APCC CJS and Victims Leads to engage with the Ministry of Justice regarding their Black, Asian, and Minority Ethnic Victims Strategy, and how this can be disseminated amongst all PCCs as commissioners of local victims’ services. The Leads to develop and take responsibility for any further actions as appropriate.	
Action Holder	The APCC CJS and Victims Leads.
Action Origin:	The APCC Race Disparity Action Plan 2020-21

Action 13	
The APCC Mental Health & Custody Leads to engage with ICVA and the Criminal Justice Alliance regarding their upcoming report on ICV Schemes & Tackling Racial Inequality to inform the draft recommendations and, once published, to ensure the report is shared with PCCs for consideration.	
Action Holder	APCC Mental Health & Custody Leads.
Action Origin:	ICVA and CJA joint report on ICV Schemes & Tackling Racial Inequality (to be published December 2021)

▶ APCC Action Plan



Action 14	
The APCC Mental Health & Custody Leads to engage with the NPCC Custody Lead to inform work to deliver public scrutiny of disproportionality in police custody.	
Action Holder	APCC Mental Health & Custody Leads.
Action Origin:	The APCC Race Disparity Action Plan 2020-21