

## Race Disparity Working Group Action Plan 2020-21

All the actions below to be completed within the October 2020-March 2021 lifespan of the Race Disparity Working Group. Proposed actions and outcomes are derived from:

- the priorities which have been identified from the recommendations in reports regarding race disparity captured in the APCC 'Review of Reviews'.
- Discussions of relevant APCC Leads in meetings of the APCC Working Group on Race Disparity and with wider stakeholder

APCC Portfolio	Priority	Outcomes	Action
Criminal Justice	Improving leadership on the national and local level in the CJS on tackling race disparity.	Tackling race disparity to become a priority for the Criminal Justice System nationally.	<b>ACTION 1</b> APCC CJS Leads to ask the national Criminal Justice Boards in England and Wales to adopt tackling race disparity as a priority area.
			<b>ACTION 2</b> The APCC CJS Leads to make tackling race disparity a priority of the APCC LCJB Chairs Group, and to ask LCJB chairs to make tackling race disparity a priority locally.
	The APCC CJS Leads to challenge and support the MoJ and CJS to continue building on its cross-sector approach to recording and publishing ethnicity data.	More and better-quality data published locally and nationally regarding ethnicity in the CJS.	<b>ACTION 3</b> APCC CJS Leads to call on the CJS to continue improving on progress on Lammy recommendations around the publication of data with regard to ethnicity, as well as ethnicity data on the use of out of court disposals.
			<b>ACTION 4</b> The APCC to share the Youth Justice Board Disproportionality tool with PCCs.
CJS leads to work with partners to enable communities to play a greater role within the youth justice system.	A reduction in race disparity in the YJS as more BAME young people are dealt with out-of-court disposals	<b>ACTION 5</b> The APCC to collate examples of good practice from local areas on community involvement in the YJS, focusing on initiatives which aim to engage with BAME young people.	
Victims	The APCC Victims Leads to work with MOJ and CJ partners to ensure a greater understanding of the needs of BAME victims.	BAME victims reporting higher levels of confidence in the police and wider CJS.	<b>ACTION 6</b> APCC to share guidance produced by the MOJ on BAME victims with PCCs when it is published in late 2020; and to ensure that learning is embedded amongst OPCCs, e.g. through a workshop.

			<p><b>ACTION 7</b> The APCC to facilitate the sharing of best practice amongst PCCs on how the victims services they commission are reaching out to BAME groups.</p>
Equality Diversity and Human Rights	The APCC EDHR Leads should encourage PCCs to ensure Police and Crime Plans clearly set out how they will meet their statutory duties under the Equality Act.	Clearer information provided to PCCs on the steps they can take to tackle race disparity locally.	<p><b>ACTION 8</b> The APCC to hold sessions as part of its training for new PCCs following the May 2021 election on Equality Act duties and effective community engagement.</p> <p><b>ACTION 9</b> The APCC to ensure that guidance provided to incumbent and incoming PCCs includes specific references to the steps that PCCs can take to tackle race disparity.</p>
	PCCs and OPCCs to ensure that communities are sufficiently involved in providing scrutiny over the use of police powers.	Stronger levels of confidence from BAME communities, higher levels of satisfaction in policing	<p><b>ACTION 10</b> The APCC to collate examples of best practice from OPCCs in terms of the provision of community scrutiny over the use of Stop and Search.</p>
Transparency and Integrity	The APCC Transparency and Integrity Lead should encourage all PCCs to consider what data they can publish locally to increase transparency	Improved transparency on ethnicity data at the local level.	<p><b>ACTION 11</b> The APCC to facilitate the sharing of best practice from OPCCs in terms of the publication of ethnicity data locally.</p>
	Ensuring that Professional Standards Departments within police forces are sufficiently diverse and culturally competent.	Less disparity in misconduct hearings.	<p><b>ACTION 12</b> The APCC Transparency and Integrity Lead to contact the NPCC and the CoP to ask specifically for an update on what work is happening to improve diversity and cultural competency in PSDs, in line with the recommendations in the 2020 NPCC report on disparity in misconduct processes.</p>

<p><b>Local Policing and Partnerships</b></p>	<p>The APCC Local Policing and Partnership leads should encourage PCCs to ensure that community engagement structures are inclusive of all BAME communities locally.</p>	<p>Greater awareness amongst BAME communities of the PCC role; greater turn-out at the 2021 PCC election.</p>	<p><b>ACTION 13</b> The APCC to facilitate the sharing of best practice in terms of community engagement structures and partnership working with BAME communities and community groups.</p>
<p><b>Workforce</b></p>	<p>APCC Workforce Leads to continue to work with PCCs and CCs to embed the NPCC Diversity, Equality and Inclusion Strategy within their local plans, to ensure that improving workforce diversity remains a priority throughout the duration of Operation Uplift and beyond</p>	<p>More PCCs using the NPCC DEI Strategy to hold their CCs to account for progress on improving workforce diversity.</p>	<p><b>ACTION 14</b> APCC to facilitate sharing of best practice in terms of how PCCs and CCs are using the NPCC DEI Strategy locally in their governance structures.</p>
	<p>APCC Workforce Leads to underline the need for police officers to have the right emotional competencies and behaviours to work with highly vulnerable groups, including empathy, communication skills and the ability to employ de-escalation techniques</p>	<p>Less need for officers to use force, resulting in an overall reduction in the use of force.  Greater confidence in policing amongst BAME communities who are currently disproportionately the subject of use of force.</p>	<p><b>ACTION 15</b> APCC Workforce and EDHR Leads to engage with the College of Policing with regard the importance in both recruitment and initial learning and development of recruits having the emotional competencies and behaviours necessary to work with highly vulnerable groups.</p>
<p><b>Police Standards and Leadership</b></p>	<p>The APCC Police Standards and Leadership Leads should encourage PCCs to ensure that promoting diversity is a key part of senior leadership roles across policing and police governance bodies.</p>	<p>More diverse and culturally competent leadership teams across policing and police governance bodies.</p>	<p><b>ACTION 16</b> APCC to provide training on Equality and Diversity with a specific focus on race disparity - to PCCs and their Chief Executives.  <b>ACTION 17</b> The APCC to include sections in all its briefings and advice to PCCs on equalities and potential impacts of policy on groups with protected characteristics.</p>

			<p><b>ACTION 18</b> The APCC Police Standards and Leadership Leads to engage with the College of Policing and staff associations to ask what provision of training on equality and diversity is available to those at Chief Inspector and Superintendent ranks, to ensure that diversity is embedded within all leadership teams in forces.</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">COMPLEX NEEDS GROUPING: MENTAL HEALTH &amp; CUSTODY ALCOHOL &amp; SUBSTANCE MISUSE</p>	<p>The experience of people from ethnic minority communities and police use of force.</p>	<p>PCC assurance that national recommendations around use of force are being met locally.</p> <p>Effective PCC scrutiny.</p> <p>Public confidence in PCC oversight of police use of force.</p>	<p><b>ACTION 19</b> Portfolio lead to seek an update from national leads on progress of Angiolini recommendations relating to disproportionality and use of force (<b>Angiolini</b>: The national ‘use of force’ data collection must be continually reviewed to ensure it provides the necessary transparency, auditing, active monitoring and opportunities for learning and training absent from the current system. Monitoring of ethnicity and mental health should be part of that system. More meaningful information should be requested from forms recording use of force).</p> <p>Once an update is received the APCC to facilitate the sharing of good practice regarding effective PCC scrutiny of use of force, this may link to the work of ICVs and performance monitoring.</p>
	<p>The experiences of people from ethnic minority communities in regard to mental health and policing.</p>	<p>PCC assurance that issues and recommendations arising from the Mental Health Act review are being progressed.</p> <p>Effective PCC scrutiny.</p> <p>Public confidence in PCC oversight of police interactions with people from</p>	<p><b>ACTION 20</b> Portfolio lead to seek update from NPCC Mental Health business lead regarding Mental Health Act review recommendations for:</p> <ul style="list-style-type: none"> <li>The monitoring of police interactions with people from ethnic minority communities under the MHA; this should be under the proposed Organisational Competence Framework where possible. Improving data, recording and research</li> </ul>

		ethnic minority communities under the MHA.	<p>on ethnicity and use of the MHA (i.e. all decisions should be recorded and reviewed consistently by organisations involved in the process).</p> <p>Once an update is received, there is scope to support PCCs in the delivery of effective oversight in this area potentially through crisis care concordats, sharing good practice or guidance.</p>
Commissioning and Procurement	PCCs to consider how they can promote diversity through the services they commission and through procurement, including taking account when awarding contracts of how bidders show a real commitment to diversity and inclusion.	Greater diversity and cultural competence within PCCs' commissioned services; higher rates of satisfaction amongst BAME individuals and communities in policing and the wider CJS.	<p><b>ACTION 21</b></p> <p>The APCC to embed understanding amongst PCCs and their Chief Executives with regard to the concept of supplier diversity and how to applies to commissioning and procurement, e.g. through providing a briefing on this for relevant OPCC staff.</p>
			<p><b>ACTION 22</b></p> <p>PCCs nominated to the Board will scrutinise the work of Blue Light Commercial in respect of diversity, including recruitment to the Company itself and the commitments of suppliers.</p>