



BRIEFING DOCUMENT

Ten questions to ask your Chief

Taken from the APCC Equality Framework for Police and Crime Commissioners and their Offices (2023 edition), below are some suggested questions you could put to your Chief Constable to hold them to account on equality and diversity, in line with your duties under the Police Reform and Social Responsibility Act.

The purpose of these questions, is to help improve the force's discharge of their equality duties locally.

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The APCC provides support to all Police and Crime Commissioners and policing governance bodies in England and Wales

Ten questions to ask your chief:

1. **Do records of Stop and Search and other incidents where powers or force have been used include detail of the self-defined ethnicity of the subject?**

This will help to provide data as to whether any disproportionality exists locally in the use of police powers.

2. **Is the Chief Constable regularly engaging with the force's Black Police Association, Race Equality Network, or other similar partners and staff networks, to review relevant local policies, and training delivery?**

This will enable the force to gain a deeper understanding of issues faced by groups with shared protected characteristics, both within the force and in the wider community.

3. **Can the Chief Constable demonstrate that the force is driving clear local progress on the aims of the NPCC and College of Policing Police Race Action Plan, in dialogue with local Black communities?**

The Plan's vision is for a police service that is anti-racist and trusted by Black people locally. Black communities locally are aware of the work that the force is doing to address disparities.

4. **How are local communities - particularly those which historically have lower confidence in the police - engaged with on force decisions, particularly on the use of powers which disproportionately impact some groups with shared protected characteristics (e.g., use of TASER, Stop and Search)?**

Community members should be able to inform force policy, practice, guidance, and training, and be able to understand how their input has made a difference.

5. **In terms of the use of Artificial Intelligence, has the Chief Constable ensured that the force has implemented the [Equality & Human Rights Commission's guidance on artificial intelligence in public services](#)?**

Doing so may help to ensure that any risks relating to algorithmic bias and disproportionality in the use of AI are mitigated.

6. **Has the Chief Constable carried out a self-assessment as to whether the force is complying with the [College of Policing Authorised Professional Practice on the use of Stop and Search](#)?**

This could help ensure that the force's use of this power is in line with latest national guidelines.

7. Has the Chief Constable ensured that the force has referred to the Equality and Human Rights Commission's guidance [Buying Better Outcomes](#) with regard to the force's procurement practices?

This could help ensure that as many communities as possible within the force area are able to benefit from the force's procurement practices.

8. How is the Chief Constable monitoring progress of people who share protected characteristics that are under-represented within the force, and ensuring that there is a clear, transparent process for promotion opportunities?

This will help ensure that the force is more representative of all the communities that it serves.

9. Does the force have a clear policy in place in terms of the use of social media and instant messaging applications in a professional context, which is clearly understood by all in the workforce?

This could help ensure that when problems do arise, they are dealt with effectively and sensitively.

10. How is the Chief Constable ensuring that police recruits have the emotional competencies and behaviours necessary to work with highly vulnerable people?

This will help ensure that police recruits are able to deal with the wide range of situations that they will face with sensitivity, tact, and professionalism, and able to better earn the trust of the communities that they serve.

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