



Association of
Police and Crime
Commissioners



PCCs MAKING A DIFFERENCE **RACE DISPARITY** **IN FOCUS**

Developing initiatives to address race disparities
faced by Black, Asian and Minority Ethnic groups

PCCs MAKING A DIFFERENCE

RACE DISPARITY

IN FOCUS

Foreword from Joint Chairs of the APCC Working Group on Race Disparity: Julia Mulligan, North Yorkshire Police, Fire and Crime Commissioner and Paddy Tipping, APCC Chair and Nottinghamshire Police and Crime Commissioner



Following the death of George Floyd in America and the subsequent Black Lives Matter movement, there is, justifiably, a renewed spotlight on issues of racism and disproportionality in policing and criminal justice.

Police forces must continue to strive to reflect the wider community they serve and treat everyone with respect. Whilst progress has been made, more need to be done. Race disparity will only foster public mistrust of the police and the justice system, and consequently hinder the police's ability to promote public safety and policing by consent. We know that many communities are also particularly concerned about disproportionality in the application of stop and search and more recently in the issuing of fixed penalty notices for breaking Covid-19 rules.

The role of the Police and Crime Commissioner (PCC) is to be the voice of the people in policing and to hold the police to account. PCCs also have a key role to play in wider criminal justice and in community safety. They commission support services for victims of crime and champion the needs of victims at a local level. Whilst we acknowledge that race disparity is symptomatic of wider problems in society, given our roles we believe there are concrete actions we can take to help reduce disparity in policing and criminal justice.

We are determined to act: so the APCC has established a Race Disparity Working Group, bringing key APCC portfolios together to develop our response to issues and concerns in relation to race disparity and disproportionality within policing and the wider criminal justice system. The Working Group has published **an Action Plan**, based on a review that the APCC has conducted of reports regarding race disparity, including the Lammy Review, and the Macpherson Report. It will also aim to collate examples of local initiatives, which will be shared with PCCs in the form of a toolkit to enable them to learn from each other's good practice in addressing race disparity.

The Race Disparity Working Group is also working alongside the Home Office, the College of Policing and the National Police Chiefs' Council to address race disparity and, in particular, maximise opportunities to increase police officer recruitment from ethnic minority communities as part of the Home Office's Police Uplift programme.

The 'Race Disparity In Focus' report complements the work of the APCC Race Disparity Working Group, and provides examples from 20 cross-party PCCs on what they are doing locally to tackle race disparities faced by Black, Asian and Minority Ethnic groups (BAME) in their areas.

Examples include:

- Positive action to improve workforce representation and diversity in police officer recruitment.
- Tackling disproportionality on the experience of BAME individuals in police custody.
- Examining the fairness of FPNs for those who break the Coronavirus rules.
- Establishing independent community scrutiny panels to review stop and search activity.
- Working with partners to stamp out hate crime and support victims of racial and religious hate crime.
- Providing support for victims of harmful practices, such as forced marriage, female genital mutilation and honour-based abuse.

Hardyal Dhindsa, APCC Lead for Equality, Diversity and Human Rights (EDHR) and PCC for Derbyshire

As the APCC Lead for EDHR, and as the only elected Police and Crime Commissioner from a Black, Asian or Minority Ethnic (BAME) group, I really welcome this report which demonstrates the proactive work PCCs are doing to try and address race disparity in their communities.



PCCs are directly elected to represent their local communities and hold their Chief Constables to account and are therefore best placed to ensure that representation within policing is fair and equitable and that the application of police powers is proportionate. They are committed to ensuring that the principle of 'The Police are the Public and the Public are the Police' is worked towards and achieved, and that we deliver against the important commitments set out in the NPCC Equality, Diversity and Inclusion Strategy.

As well as a growth in the police officer workforce, recent police recruitment figures have shown an increased proportion of BAME officers. In terms of ethnicity, the police workforce is now the most diverse it has ever been and we are also seeing a gradual improvement in the proportion of promotions of BAME officers, which is currently at its highest level since 2009/10. This reflects how PCCs and CCs are driving progress on their commitments in the Policing Vision 2025, to make the police service more representative of the communities it serves.

But there is still further to go, and recruitment is only part of the picture. More needs to be done to foster a culture that not only recruits officers and staff who are more representative of their communities, but that also enables and encourages their retention and progression within the service.



Kit Malthouse MP
Minister of State for Crime and Policing

The importance of building trust among communities where confidence in the police has been lower has never been clearer.

As the Minister for Policing, I am pleased to say we are working hard to improve equality and diversity in policing. We have made it a priority to understand in greater depth the reasons for disproportionality where it may occur in policing.

The police workforce now has the highest number of officers from Black, Asian and Minority Ethnic backgrounds in this country's policing history, but there is still more to be done - we cannot be complacent.

We will continue to work closely with PCCs to ensure the police workforce better reflects the diverse communities it serves and protects, and it is extremely encouraging to see the efforts that are being made across the board.

Attracting a broad range of talent, cultures and backgrounds to a career in policing is a core ambition within our unprecedented drive to recruit 20,000 additional officers - a campaign which is providing a once in a generation opportunity to build a service that is truly representative.

For both the Home Secretary and I, our ambition to change the face of policing knows no bounds. We remain committed to working with essential partners, such as the Race Disparity Working Group and others, to ensure progress is accelerated.

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SOUTH WALES POLICE AND CRIME COMMISSIONER

BAME RECRUITMENT BOOSTED BY POSITIVE ACTION INITIATIVES

EQUALITY AND DIVERSITY HAVE BEEN KEY PRIORITIES FOR POLICE & CRIME COMMISSIONER ALUN MICHAEL SINCE HE WAS FIRST ELECTED, WORKING CLOSELY WITH LOCAL COMMUNITIES TO MAKE THE FORCE MORE REPRESENTATIVE OF THE COMMUNITIES IT SERVES.

Alun Michael said:

"In setting out his principles for policing in 1829, Sir Robert Peel highlighted the importance of ensuring that 'the police are the public and the public are the police' and this has never been more relevant than it is today.

"Our BAME communities have told us about a reluctance to consider a career in policing for a number of different reasons, which is why breaking down barriers and supporting the recruitment, retention and progression of candidates is so important. We have to make the future if we are not to be trapped in the past."



SOUTH WALES PCC:
ALUN MICHAEL

COMPREHENSIVE REVIEW

Frustrated by the lack of progress, the Commissioner initiated a comprehensive review of representation in 2015 to understand the barriers faced by BAME communities and develop a **joint strategy** with the Chief Constable for **Recruitment, Progression** and **Retention** to drive positive action. A key step was the creation of a dedicated 'Representative Workforce Team', to drive positive action across the force including **numerous events** in the community to encourage and attract members of under-represented groups.

THE REPRESENTATIVE WORKFORCE TEAM

The Representative Workforce Team members have been encouraged to be innovative in their marketing, using first languages other than English or Welsh and geographically **targeting social media** activity to promote careers with South Wales Police, including how to apply. A **dedicated 'app'** on the mobile phone of each police officer informs them of local recruitment events so they can directly refer members of our BAME communities into recruitment whilst at events or on patrol.



A DEDICATED COURSE

However, increasing awareness and encouraging communities to apply was not producing results and the Commissioner made it clear that **supporting applicants** to realise their ambitions is critical. The Commissioner sponsored a dedicated course to enable potential candidates to prepare for the Certificate of Knowledge in Policing (CKP) and the assessment process, which brought a **break-through in numbers**. However, these fell away during the transition from CKP to the new graduate apprenticeship scheme.

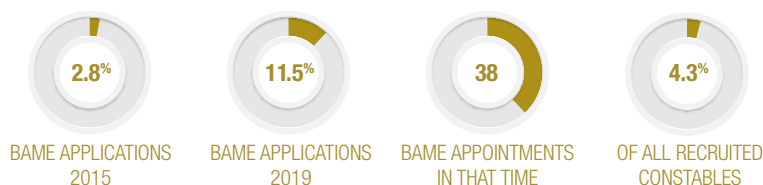
POSITIVE ACTION PROGRAMME

Now, the Commissioner has sponsored a pioneering positive action programme in partnership with the University of South Wales to prepare BAME candidates for the application and assessment centre process, whilst also offering the support of a **'Development Champion'** - an existing officer or staff member trained to help, guide and mentor them.

Progression and retention of existing officers and staff is vital and, with the support of the Commissioner, South Wales Police has invested in the development and mentoring of BAME staff, to ensure more equality in promotional or lateral organisational movement.

APPLICATIONS INCREASED

South Wales Police has witnessed **an increase in the number of BAME applicants**, including the highest ever application and appointment levels. Results since the introduction of the Representative Workforce Team, have seen BAME applications rise from 2.8% in 2015, to 11.5% in 2019; leading to the appointment of 38 BAME PCs in that time (4.3% of all recruited Constables).



While welcoming the improvements, the Commissioner is frustrated at the slow rate of progress and has challenged the Chief Officer team and the HR Department to drive further progress to make South Wales Police representative of its communities.



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MERSEYSIDE POLICE AND CRIME COMMISSIONER

VICTIM CARE AND HIDDEN CRIMES WORKSHOPS

VICTIMS OF CRIME DESERVE FOCUSED SUPPORT WHICH MEETS THEIR NEEDS. THAT'S WHY, WITHIN HER VICTIM CARE MERSEYSIDE SERVICE, MERSEYSIDE'S POLICE AND CRIME COMMISSIONER JANE KENNEDY HAS COMMISSIONED TWO SPECIALIST SERVICES DESIGNED FOR BAME VICTIMS OF CRIME.

Jane Kennedy said:

"Sadly, evidence shows that members of the BAME community are more likely to be victims of crime. Research from my own Victim Needs Assessment also shows that some of those crimes remain hidden from the police, with vulnerable victims often continuing to suffer in silence. I committed to changing that by working with two fantastic Merseyside-based charities who deliver specialist support services to meet the needs of those previously invisible victims."



MERSEYSIDE PCC:
JANE KENNEDY

CHARITY ONE:

Since launching **Victim Care Merseyside**, the PCC has worked with the **Anthony Walker Foundation** to deliver focused support to victims of **racial and religious hate crime**.

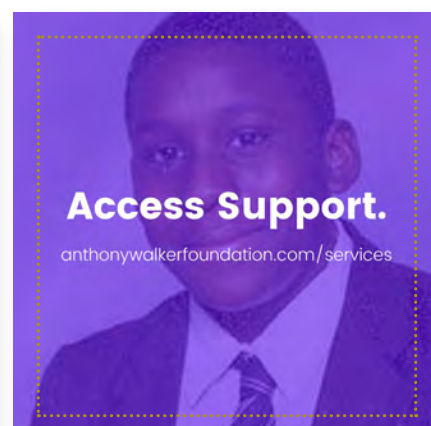
The Foundation, which was established in 2006 after the racially-motivated murder of teenager Anthony Walker, has, in the last five years:

- **Supported nearly 5,000 people who have experienced hate-crime;**
- Worked with nearly **40,000 young people** through educational and outreach programmes;
- Engaged with thousands of community members in a bid to build safer, stronger and more thriving communities.

From April to September this year alone, the charity received 759 referrals and supported 656 victims of hate crime, a staggering **140% increase** compared to the same period in 2019.

While the majority of these referrals come through the police, the Foundation works hard, in partnership with the PCC to encourage victims who do not wish to speak to the police directly, to self-refer either through them, or through independent reporting service **Stop Hate UK** or at one of Merseyside's network of over **90 independent hate crime reporting centres**.

Take a look at this short video to find out more.



Two victims who were helped, said:

"Your organisation is brilliant. You helped me a lot in all areas where I needed support."

"Thank you for helping the school understand how important it is to me and my daughter that something is done to stop my daughter being picked on because of the colour of her skin."

CHARITY TWO:

In 2018, as a result of a **'Hidden Crimes workshop'** and with evidence that only 2% of harmful cultural traditions are ever reported, the PCC decided it was essential to ensure support was also available for victims of **harmful practices, such as forced marriage, female genital mutilation (FGM) and 'honour'-based abuse.**

She commissioned Merseyside-based **Savera UK** to deliver this service, believed to be the **first of its kind** to be run by a PCC in England and Wales.

In the first six months of this year, it has provided ongoing support to 60 individuals. Of that number, **only five have reported to the police** - highlighting the still hidden nature of these crimes and the necessity of this service.

Take a look at this short video

about Savera UK ambassador Kiara Mohamed. Kiara is a trans poet, photographer and filmmaker, who was subjected to FGM and threatened with forced marriage. Kiara fled with nothing.



"Savera UK is helping me with everything. They gave me a new life...I am the way I am because of them...I feel safe. I can study, I want to do something with my life. I didn't feel like I could before. I want to help people like me."

A Savera UK Service User

Ms Kennedy said: *"We know there may only be one chance, one window of opportunity, to reach out and save a person who may be subject to a harmful practice."*

"That's why it is essential that we do everything possible to increase understanding and knowledge of these issues and let survivors and potential victims know there are people who can help."

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BEDFORDSHIRE POLICE AND CRIME COMMISSIONER

WORKING THROUGH COMMUNITY SCRUTINY TO BUILD TRUST IN POLICE

ONLY THE MOST REACTIONARY AMONG US WOULD NOT RECOGNISE THAT THE RECENT AND ONGOING BLACK LIVES MATTER PROTESTS CLEARLY HIGHLIGHT A VOID IN CONFIDENCE THAT CONTINUES TO EXIST IN BRITAIN BETWEEN ITS BAME COMMUNITIES AND THE POLICE.

For Bedfordshire's Police and Crime Commissioner, Kathryn Holloway, building trust begins with **open and transparent scrutiny of the force** by its diverse communities, especially around the thorny subject of **stop and search** processes. This has been a genuine priority for the PCC throughout her term and is epitomised by the work of her office and community volunteers who meet quarterly to scrutinise police actions and performance through Bedfordshire's nationally acclaimed **Stop and Search Scrutiny Panel**, which has been recognised for **best practise** by the **Criminal Justice Alliance** and others.

Approximately **50 members of the public in each panel session** review dip sampled footage from officers' Body Worn Video and provide independent feedback that is subsequently reported back face to face to those officers involved, based on a red, amber, green **traffic light-style grading** against both delivery of the legal requirements by the officers and their manner and tone in dealing with the subject. The tone of the meeting itself is focused, upbeat and constructive.

Kathryn Holloway said:

*"Much of the credit for this goes to the **Panel's chair, Montell Neufville**, who is a highly respected local youth leader. The panel is not about police bashing but ensuring that officers are both praised for exemplary use of stop and search and, equally, made to understand with total clarity why members of the public object if there are aspects of learning that arise from their scrutiny. In the event of a rare red grading the matter goes straight to PSD for investigation and I would invariably also raise the matter directly with the Chief Constable and his team."*

Montell Neufville added:

"For the past four years, I've been the chair of the scrutiny panels. Some of the work we have pioneered has become best practice and has influenced professional practice guidance issued by the College of Policing."



BEDFORDSHIRE PCC:
KATHRYN HOLLOWAY



*"We were one of the **first such panels to review Body Worn Videos** and developed the traffic light system to report back to officers on their performance. I researched and sampled the views of community members to understand **disproportionality in stop and search** and use of force and to learn the reasons why so few members of the black community put themselves forward to join the police. This research is fed back to officers and members of the community to enable them to work towards fair and impartial policing in this county."*

This vital scrutiny process has, this year, been extended in Bedfordshire to a **Use of Force Scrutiny Panel**, with the same objective of reviewing officers' practise, from the use of handcuffs to physical restraint, to provide feedback from residents drawn from across one of the most diverse counties in Britain.

The Use of Force Scrutiny Panel meets four times a year to **review footage from police body cameras** as well as CCTV. The panel selects videos of front-line officers using force at various locations and at least one of the videos reviewed at each panel meeting represents an incident when force is used while an individual is detained in custody. The panel also receives access to police data around the use of force, such as the reasons a particular measure was chosen and considers the ratios in which force is used in relation to those of different ethnicities.



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DERBYSHIRE POLICE AND CRIME COMMISSIONER

TACKLING DISPROPORTIONALITY IN POLICE CUSTODY

DERBYSHIRE'S AWARD-WINNING INDEPENDENT CUSTODY VISITING (ICV) SCHEME IS AT THE FOREFRONT OF FRESH RESEARCH INTO THE EXPERIENCES OF BAME INDIVIDUALS IN POLICE CUSTODY.

In an extension to its innovative **Custody Record Review approach**, which sought to better understand an individual's journey through custody and instigated a national pilot, the latest trial looks specifically at the records of BAME detainees to understand how rights and entitlements are delivered and whether any disproportionality or unconscious bias exists.

Initially focused on the use of **Strip Search**, the work has since broadened out to look at issues such as **delays in authorising detention, observation regimes, record-keeping, feminine hygiene products and disposals**. It is hoped the research will help identify if there are any differences in how members of BAME communities are treated in custody and instigate intervention and improvements where necessary. The project is fully supported and welcomed by the Force which is undertaking its own review to understand if there is disproportionality in the delivery of policing services for BAME communities.



DERBYSHIRE PCC:
HARDYAL DHINDSA



PCC Hardyal Dhindsa, who has spearheaded the ICV work, said:

"I believe that our custody visiting scheme is leading the way in improving the experience of members of BAME communities within a custody setting. We are not doing this work because I, or the Chief Constable, think there is a problem, but rather that I can't say for certain that there isn't one."

So far, the Derbyshire trial only has one quarter's worth of data, so it is too early to draw any conclusions, but that early data is certainly an interesting read and Mr Dhindsa is keen to see what it is telling them once they have reviewed more cases.

As part of the scheme's custody review process, volunteers are trying to secure a 50:50 split between records reviewed of those from White and those from BAME backgrounds. In addition to ethnicity, volunteers are also focusing on individuals who arrive in custody with identified alcohol issues and those with a declared mental health vulnerability. While this may sound simple in theory, local demographics dictates that it can be more challenging in certain suites as there are generally fewer BAME detainees.

Mr Dhindsa said:

"As Derbyshire's PCC, I'm committed to tackling race disparity in every area of our organisations. This project is the first of its kind in Derbyshire and possibly more widely than that and will be instrumental to future custody policies and provision."

In addition to custody scrutiny, the ICV scheme is also reflecting on its own make up as currently the volunteer cohort is not representative of the communities of Derbyshire. Targeted work is under way as part of a **volunteer recruitment programme** to encourage volunteers from BAME backgrounds to join the scheme and help with this important oversight role, providing communities with reassurance about the sometimes hidden world of police custody.



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**THAMES VALLEY
POLICE AND CRIME
COMMISSIONER**

Thames Valley is a diverse area, with over 134,000 non-native-English speakers speaking more than 20 languages. It also includes a number of religious communities.

Anthony Stansfeld said:

"We worked with a range of partners on the project which was driven by the belief that early intervention and awareness-raising can help increase the number of individuals from BAMER communities identified as being affected by VAWG and to help address the barriers preventing access to support."

A BAMER Strategic Lead was appointed and a vast range of work began. This included data collection and population mapping; establishing a Performance Framework for Thames Valley domestic abuse services; engaging directly with BAMER communities, including:

- peer support groups and drop-in support;
- working with clients on a one-to-one basis;
- mapping services;
- peer review activities;
- and a Data Masters Workshop (for Honour Based Abuse).

Liz Jones, Domestic Abuse Lead for Oxford City Council said:

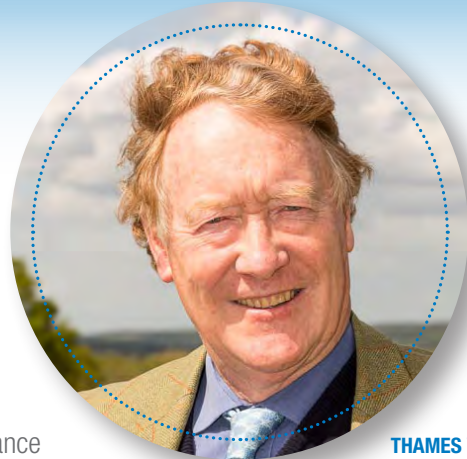
"The project enabled ethnically diverse women to freely talk about their experiences in a safe space. Their voices and participation will be given a platform to make the changes necessary to meet their needs."

Community-based activities then took place such as cooking or craft sessions, religious and cultural events, trainings, as well as intensive and holistic support alongside practical advocacy. These all engaged with 33 community groups from different ethnic identities. Group discussions were then structured around experiences of accessing services and what is needed to make them more approachable.

Internal and external barriers to accessing support were also explored by the participants, including honour and shame, fear and intimidation, control, failure to recognise abuse, language, insecure immigration status, racism and unconscious bias.

COMMUNITY-BASED ACTIVITIES TO BREAK DOWN BARRIERS

IN 2018 ANTHONY STANSFELD, POLICE AND CRIME COMMISSIONER FOR THAMES VALLEY WAS AWARDED FUNDING FROM THE HOME OFFICE TO MAKE VIOLENCE AGAINST WOMEN AND GIRLS (VAWG) SERVICES MORE INCLUSIVE OF THE NEEDS OF BLACK, ASIAN, MINORITY ETHNIC AND REFUGEE (BAMER) COMMUNITIES.



THAMES VALLEY PCC:
ANTHONY STANSFELD



**DOMESTIC ABUSE
LEAD FOR OXFORD
CITY COUNCIL:**
LIZ JONES



[illegible]

"The work undertaken has begun to initiate change but this is just the beginning. The BAMER (now BAED, Black And Ethnically Diverse) Partnership Board continues with an action plan to address recommendations from the project evaluation."



Association of
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NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER

ENGAGING BAME COMMUNITIES AND REPRESENTATIVE RECRUITMENT

NOTTINGHAMSHIRE HAS A LONG-STANDING COMMITMENT AND DETERMINATION TO ADDRESS RACE DISPARITY AND DISCRIMINATION.

Nottinghamshire PCC Paddy Tipping said:

"In 2012, when I was first elected as PCC, I set out an ambitious, long-term strategy to improve BAME experiences of policing, give power to underrepresented voices and improve the recruitment, retention and progression of BAME officers and staff. These priorities have since become embedded within our organisations and my Police and Crime Plan."

INVOLVING AND ENGAGING BAME COMMUNITIES

Amplifying the voices of marginalised communities and strengthening the channels of communication is critical to achieve greater inclusivity and legitimacy. As a result, in 2019, Mr Tipping's OPCC established a **new framework for engaging with BAME communities which included:**

- The development of a BAME Community Listening Group (CLG) made up of key representatives from local BAME organisations and equality leads. The CLG provides a platform to discuss concerns and issues relating to **crime, victimisation, offending and policing** that impact on the BAME community.
- An Independent Community Scrutiny Panel (ICSP) to review stop and search activity and consider the quality of police interaction with BAME communities across the service, especially victims of crime. The ICSP will comprise of BAME representatives with lived experience from academic and professional backgrounds.
- An **internal forum**, set up and chaired by the PCC, to drive improvements against a range of equality objectives including the **collection and consistency of ethnicity data** collected by the service to inform performance monitoring and problem-solving.



**NOTTINGHAMSHIRE
PCC: PADDY TIPPING**



IMPROVING WORKFORCE REPRESENTATION AND DIVERSITY

Seizing the opportunity brought by Operation Uplift, Nottinghamshire Police is aspiring to become the first force in the country to be proportionately representative of the community it serves. Our focus is firmly fixed on attracting and retaining the very best people from a range of backgrounds.

In Nottinghamshire, people from BAME backgrounds are estimated to account for around 11.2% of the population. In 2019/20, however, work to address under-representation in the police service led to BAME individuals accounting for 26% of all completed officer applications. The improvement is set to continue this year with 23% of applicants from BAME backgrounds in the year to date thanks to significant investment in a Positive Action programme resulting in campaigns and events to target under-represented groups and the identification of positive BAME role models to promote the service.

Youth engagement work has also continued to play centre stage. In 2018, the Force launched the 'Mini Police' scheme which involves more than 700 pupils from across Nottingham, 44% of which are from BAME backgrounds. Our BAME community outreach worker has also helped expand the Police Cadet Scheme, increasing representation from BAME backgrounds from 6% to 24%. The Force has also been successful in opening the first mosque-centred cadet base outside of London with the ambition the cadets continue on their policing journey.

Mr Tipping said:

"Police forces must seize the opportunity to define new ways forward and that is something that Nottinghamshire Police will be pushing in partnership with our expanding community network."



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SURREY POLICE AND CRIME COMMISSIONER

ACTIVE COMMUNITIES PROGRAMME EFFECTS A SEA-CHANGE IN ATTITUDES

THE OFFICE OF THE POLICE AND CRIME COMMISSIONER FOR SURREY HAS SUPPORTED SURREY MINORITY ETHNIC FORUM (SMEF) SINCE 2016, REPRESENTING OVER 2,000 FAMILIES FROM A BLACK, ASIAN OR MINORITY ETHNIC BACKGROUND.

The PCC works together with SMEF's 40 grass-root multi-ethnic community groups to find solutions to the social and economic challenges faced by their members. Each group supports between 30 and 100 people - a total of over 2,000 families in Surrey.

David Munro said:

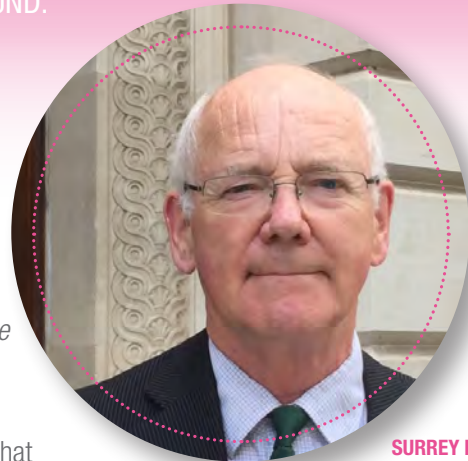
"Whilst Surrey is a green county perceived as white and affluent, this affluence sits alongside areas of high deprivation, including areas where there are significant BAME communities."

PCC funding for the SMEF Active Communities programme delivers activities that bring people together to understand a range of complex social issues and access support - including for domestic abuse, harmful traditional practices, drug and alcohol abuse, and child exploitation.

Suzanne Akram, Executive Director of SMEF, said:

"Active Communities has the potential in its fourth year to make a sea change in the attitudes that ethnic minority communities have; of being valued citizens, listened to and working together for a joint prosperity."

SMEF's experience of working with BAME communities has highlighted the barriers that women in particular face in achieving their full potential, as well as the isolation that residents can experience.



SURREY PCC:
DAVID MUNRO

SMEF'S CONFIDENTIAL TELEPHONE BEFRIENDING SERVICE FOR BAME WOMEN FACING DOMESTIC ABUSE HAS BEEN A LIFELINE FOR FAMILIES LIVING UNDER PRECARIOUS CONDITIONS EXACERBATED BY COVID 19:

Forty-five year old "Y" has three children aged between 7 and 14. She has experienced abuse since she was married and brought over to this country. She has limited English and has suffered prolonged physical and mental abuse from her partner and his family. She has no relatives of her own in this country. She was referred to SMEF through her children's school.

We are supporting her by helping her to access ESOL support and exploring possibilities of employment. Y is good at cooking and sewing and wants to set up a small business providing food for busy families. The regular weekly telephone call gives her moral support and boosts her courage to apply her practical skills to her situation.

By working with SMEF, the Office of the PCC connects BAME communities with specialists in these areas - building up their own knowledge and community resources to tackle issues together.

SMEF is also a key partner involved in the county's response to hate crime, with SMEF Chair **Neelam Devesher**, chairing the **Surrey Police Hate Crime Scrutiny Panel**. The **Active Communities Programme** raises awareness of this type of crime and encourages all communities to report any incidences with confidence.

Neelam Devesher, Chair of SMEF said:

"The OPCC has shown foresight in supporting SMEF. Together, we're doing some much needed work - giving BAME communities in Surrey a feeling of belonging and safety."

Mr Munro said:

"I'm proud that our work with SMEF continues to strengthen the voice of BAME communities in Surrey, while actively working together with those who are among the most marginalised; to access opportunities, to feel safe and confident."

"I am pleased to have extended additional support during the pandemic to enable SMEF to reach the most vulnerable residents."



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WEST MIDLANDS POLICE AND CRIME COMMISSIONER

FAIRNESS IN RECRUITING AND STOP AND SEARCH SCRUTINY PANELS

WITH RESPONSIBILITY FOR POLICING IN THE WEST MIDLANDS (ONE OF THE MOST DIVERSE PARTS OF THE COUNTRY), THE WEST MIDLANDS POLICE AND CRIME COMMISSIONER, DAVID JAMIESON, HAS TO BUILD IN THE NEEDS OF THE BAME COMMUNITY IN ALL THAT THEY DO.

From commissioning specific services which recognise the diverse needs of BAME individuals, to setting some of the most **ambitious recruitment targets** for West Midlands Police to increase its diversity, these are key priorities for the PCC.

David Jamieson said:

"There is no simple solution, but what will make a bigger difference than anything else is ensuring that our force looks much more like the communities it serves. Presently only 10.9% of our officers are from BAME communities. That is an improvement from when I became PCC but is still not good enough."



WEST MIDLANDS PCC:
DAVID JAMIESON

RECRUITMENT

The PCC has an intense focus on police recruitment that brings in talent from all our diverse communities. It is vital that our police force looks more like the people they serve.

In July, the PCC agreed a **joint Fairness and Belonging Plan** with West Midlands Police. The Plan will examine how the PCC and the force can improve the fairness of recruitment, retention and promotion.

The PCC has set a target for the force to **recruit 1,000 BAME police officers** over the next 3 years. With the Government's uplift and replacing those leaving the force, this estimated to create around 2,800 vacancies; the PCC's target represents over **a third of new recruits being BAME**.

Mr Jamieson said:

"After a decade of shrinking officer numbers, there is finally now the chance to properly address that. Over the next three years the number of police officers is set to increase by at least 1,200, that will require 2,750 people to be recruited to fill the gaps left behind by retirements and those leaving the force. I am committed to ensuring 1,000 of those new officers will be from BAME communities."

As of October 2020, 20% of new police officers taken on since this target was announced are BAME.

SCRUTINY OF STOP AND SEARCH AND USE OF FORCE

The Joint Plan also commits to ensure that police powers are used fairly towards everyone in the West Midlands, as part of a wider review of practices. This approach is one rooted in transparency, which is vital to enhancing trust and policing by consent.

The PCC has established **10 scrutiny panels** of members of the community; one in each Neighbourhood Policing Unit (NPU). These meetings randomly select and analyse body-worn video from both Stop and Search and Use of Force incidents. Each panel aims to review and discuss between four and six items of body-worn video during any given meeting.

WEST MIDLANDS POLICE AND CRIME COMMISSIONER



These panels are chaired by independent community members, supported by the NPU senior leadership team and SPOCs (single points of contact).

The panel's inclusion of community members ensures an approach to scrutiny which incorporates the lived experience of the diverse West Midlands population. These insights have also helped the force to develop further training for officers and has informed the way West Midlands Police approach Stop and Search and Use of Force as a whole.

LCJB DISPROPORTIONALITY COMMITTEE

Any serious response to reducing disproportionality must include a commitment to learning from our history. The PCC is supporting the new Disproportionality Committee, chaired by the West Midlands Chief Crown Prosecutor, Grace Ononiwu. The Committee's work will include reflecting on seminal reports on disproportionality, such as the Lammy Review and the Macpherson Report to see how and whether recommendations have been implemented or progressed in the West Midlands.



VICTIM SUPPORT SERVICES

The services commissioned to support victims from diverse ethnic backgrounds have benefitted greatly from the PCC's investment. Through our work, we ensure that we consult culturally competent community representatives, targeted to support victims from ethnically diverse backgrounds.

The PCC is proud to support work and commission services that places tackling racial disparities at its heart. To hear more about their work addressing these issues in the region, please do get in touch.

Mr Jamieson said:

"This requires an increase in effort by West Midlands Police, but also requires those who have been sceptical towards joining the police to think again. I say to those people, if you want to change policing, then the best way is to get involved and join yourself. Change the organisation from within."

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ESSEX POLICE, FIRE AND CRIME COMMISSIONER

A FIVE-AIM STRATEGY TO STAMP OUT HATE CRIME

POLICING BY CONSENT, WITH THE SUPPORT OF ALL OUR COMMUNITIES, IS AT THE HEART OF BRITISH POLICING. IT IS WHAT MAKES IT SO EFFECTIVE AND IS FUNDAMENTAL TO HELPING ALL OF US PROSPER AND THRIVE.

Hate crimes and racial disparity are issues that need to be addressed and prevented. We need communities to have confidence that when they report hate crimes they will be dealt with appropriately.

Roger Hirst, Police, Fire and Crime Commissioner for Essex, said:

"For me, safe and secure communities are the bedrock on which we build success and prosperity. In Essex we have worked hard with our partners and communities to encourage more people to come forward and report."

In September 2017 there were 2,081 reports of hate crime in Essex, increasing to 3,209 in September 2020. This is a 54 per cent increase and highlights the increased confidence of communities to report incidents.

Mr Hirst is passionate and keen to ensure that all partners across Essex are making a difference when it comes to addressing race disparity and protecting local communities.

In 2018, the PFCC took a leading role with partners across Essex in developing the Hate Crime Strategy, the purpose is to ensure Essex stakeholders are aware that Hate Crime is not permitted and encourage the necessity to report it.

It sets out an ambitious vision where every person has the support, opportunity and self-belief to fulfil their potential and strengthen their communities.

Mr Hirst added:

"Protecting vulnerable people is a priority for me. We must stand together to stamp out hate crime and ensure victims feel fully supported."

The vision involves five aims:

- Understanding hate crime
- Preventing hate crime
- Increasing the reporting of hate crime
- Increasing access to support for victims
- Improving the operational response to hate crime

Alongside Essex Police, the PFCC has helped to improve the accessibility of policing to address race disparity. The PFCC funds a Hate Crime Co-Ordinator to deliver the strategic priorities and raise awareness.



ESSEX PFCC:
ROGER HIRST



ESSEX POLICE, FIRE AND CRIME COMMISSIONER



Recently the PFCC also supported an innovative collaboration between the PFCC and Community 360. It aimed to improve links with diverse groups and to respond to community safety within BAME communities.

Mr Hirst said:

"Giving the public a voice so they are heard, feel able to report crime and have confidence in the way that the police protect them is so important."

The PFCC contributed £18,000 towards the project to ensure this message was received by a large audience so that BAME community members' voices are heard and action is taken. Overall, it was a great success.

The PFCC and C360 have:

- Trained Hate Crime Ambassadors
- Created an IAG to deliver safety and BAME-focused information
- Hosted the first Day of the Dead Festival to reduce barriers between communities and highlight hate crime reporting to 300 attendees
- Held workshops on safety and issues within BAME communities

Not even a pandemic can halt the passion Essex has to stamp out race disparity. Once restrictions were implemented, the PFCC and C360 still conversed with the BAME community via text and assisted with packaging food to deal with their religion and culture.

One Victim of Hate Crime said:

"It's being believed that the crime is something that is important. It really does get you deep inside."



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NORTH YORKSHIRE POLICE, FIRE AND CRIME COMMISSIONER

EXAMINING THE FAIRNESS OF COVID FINES IN NORTH YORKSHIRE

NORTH YORKSHIRE POLICE HAS ISSUED ONE OF THE HIGHEST NUMBER OF FIXED PENALTY NOTICES (FPNS) IN THEIR EFFORTS TO ENSURE CORONAVIRUS RULES ARE BEING FOLLOWED BY RESIDENTS AND THOSE WHO VISIT THE COUNTY.

Police, Fire and Crime Commissioner Julia Mulligan has supported the approach of the force and their work to keep communities safe - but she also asked for analysis to be done to ensure the fines issued were fair.

She commissioned a report on the enforcement action taken between 2 April (when North Yorkshire issued the first penalty) and 11 May 2020 (when the regulations changed) which analysed the FPNs issued and the profile of those who were stopped, with a focus on those given to BAME individuals and groups.



**NORTH YORKSHIRE
PFCC: JULIA MULLIGAN**

The research found:

- 20 per cent of the total number of penalty notices were issued to BAME visitors
- Nine in ten from a BAME background who were issued notices were visiting from outside North Yorkshire
- One in ten of all notices handed out to Asian males aged between 18 and 34
- 80 per cent of fines given to BAME visitors were to those in groups



OF THE TOTAL NUMBER OF
PENALTY NOTICES WERE
ISSUED TO BAME VISITORS



NINE IN TEN FROM A BAME
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ONE IN TEN OF ALL NOTICES
HANDLED OUT TO ASIAN MALES
BETWEEN 18-34 YEARS OF AGE



OF FINES GIVEN TO BAME
VISITORS WERE TO THOSE IN
GROUPS

Mrs Mulligan believes scrutiny of the actions being taken was hugely important to ensure fairness for members of the public but also to support the work of police officers, PCSOs and staff who have faced a challenging few weeks seeking to engage, explain and encourage before enforcing as a last resort.

The analysis found:

- FPNs issued to residents of North Yorkshire are proportionate to the local demographic, but BAME visitors were disproportionately represented.
- Young Asian men travelling in groups featured prominently among the fixed penalty notices being issued.
- There was a clear rationale for enforcement action in every case sampled with no evidence of any conscious targeting of those from BAME communities.
- The Commissioner, however, asked for further work within North Yorkshire Police to ensure there is no unconscious bias in the way officers are briefed, for example against those who do not fit the local profile at beauty spots frequented by visitors living in relatively close proximity of north Bradford and Leeds.

Mrs Mulligan said:

"In our area, there was evidence of a clear bias in the data, showing young Asian males were far more likely to have been issued a FPN than our demographics would suggest. This is concerning, but we recognised the issue quickly and took a number of steps to understand the situation. These include raising our concerns at a national level, including with the Policing Minister, questioning the data, and undertaking a comprehensive and independent piece of local scrutiny work to understand the issue in detail.

"In doing this, we found no evidence of any bias or discrimination in the individual issuing of FPNs, indeed all appear to have been issued fairly and appropriately in and of themselves. However, I remain very concerned that the sheer scale of FPNs issued to young Asian males is unfair and likely to be biased. This requires further work to understand; not only how the bias manifests in other places, but the policies and processes which can lead to activity of this kind.

"We must all do everything within our power to root out discrimination of any kind, and I am committed to doing so. Moreover, as the national lead for Police and Crime Commissioners on Integrity and Accountability, I am part of a working group of PCCs looking at the issue of race discrimination at a national level, working alongside senior policing colleagues in the National Police Chiefs' Council."

THE FULL REPORT CAN BE READ AT: www.northyorkshire-pfcc.gov.uk

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HUMBERSIDE POLICE AND CRIME COMMISSIONER

STOP AND SEARCH AND USE OF FORCE SCRUTINY

IN HUMBERSIDE, PCC KEITH HUNTER HAS MADE SURE HIS OFFICE HOSTS A NUMBER OF SCRUTINY MEETINGS WHERE INDEPENDENT MEMBERS, REPRESENTING A BROAD CROSS-SECTION OF THE PUBLIC, LOOK CLOSELY AT BOTH THE POLICE USE OF FORCE AND THE APPLICATION OF STOP AND SEARCH.

Keith Hunter said:

"I stand with everyone who condemns a society where people of any ethnicity or persuasion suffer disproportionately simply because of the colour of their skin, their religion or any defining feature that makes them who they are. Any sense of a lack of balance or failure to follow proper procedure is flagged to me and I will hold the Chief Constable to account on addressing the issues raised."

THE PANELS SET UP BY HUMBERSIDE OPCC INCLUDE:

STOP AND SEARCH AND USE OF FORCE SCRUTINY:

Using independent members managed by our office, these Panels are made up of people from different backgrounds and organisations who have a specific interest in the use of police powers. They meet quarterly to review Humberside Police's Use of Force and Stop and Search records, analysing the appropriateness of the powers used and assessing potential disproportionality. This is achieved through examination of police logs, reports and body worn video footage, providing feedback to the Force and highlighting any areas of concern or good practice.



HUMBERSIDE PCC:
KEITH HUNTER

USE OF FORCE:

58 forms reviewed [changed process in July 2019]

STOP AND SEARCH:

30 forms reviewed [changed process in October 2019]



These numbers will be higher during 2020-21 as the process develops further.

Panel member Ibi Alaiyemola said:

"The availability of body worn video footage was a massive enhancement to the scrutiny as they reinforced or brought to life the written recording where thoughts and circumstances can be subjective."

Panel member Olwen Evans-Knibb said:

"It is encouraging that the police are open to scrutiny of their use of force ... they seem to be genuinely welcoming of the criticisms and suggestions made and ready to improve the reports according to the suggestions made."

Members are also invited to observe and comment upon police training, including but not limited to Officer Safety Training, Stop and Search masterclasses and initial and refresher training on the use of Taser.



**INDEPENDENTS ETHICS
CHAIR:** IBI ALAIYEMOLA

Panel members Luana Smith and Kirsty Clark said:

"The (Taser Training) observation has been very useful for understanding the dangerous situations faced daily by the police... We would like... to acknowledge their exceptionally good training course."

CUSTODY VISITING

Humberside OPCC also run an **Independent Custody Visiting Scheme** where volunteers visit detainees held in police custody and ask how they have been treated during their time in detention. They also check on the availability of religious articles and whether the articles are stored sympathetically.

Comments from volunteers included:

"The detainee speaks limited English but has advised that he is happy with his treatment."

"Detainee has PTSD (staff are aware); requested reading material and this was actioned by custody staff."

"Food and drink has been provided; Mum is aware; awaiting charging decision. Newspapers have been provided."

FORCE AND WIDER CJS ACTIVITY:

We provide support and oversight of police staff networks - Humberside currently have in place a strong Police Forum that brings together all minority/equalities based staff groups such as GRTPA (Gypsy, Roma, Traveller), Women's Integrated Network, Asian Police Staff Association and so on, in addition to a Force Diversity & Inclusion Board.

In 2018 we conducted a review of our local criminal justice response to the Lammy report via our Criminal Justice Board (chaired by our PCC) and through our regional work on tackling modern slavery in supply chains we plan to imminently roll out use of a social auditing tool that has been adapted to incorporate the Public Sector Equality Duty requirements for use with all service providers in contracts and commissioning monitoring.



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AVON AND SOMERSET POLICE AND CRIME COMMISSIONER

LAMMY REVIEW GROUPS AND HATE CRIME VICTIM SUPPORT

AS THE APCC DEPUTY LEAD ON CRIMINAL JUSTICE SYSTEM EFFICIENCY AND EFFECTIVENESS, RACE DISPARITY IN THE JOURNEY AND OUTCOMES OF PEOPLE GOING THROUGH THE CRIMINAL JUSTICE SYSTEM IS PARTICULARLY CONCERNING TO AVON AND SOMERSET PCC, SUE MOUNTSTEVENS.

The disproportionate representation of black people and other ethnic groups in Avon and Somerset is still worryingly high within all stages of the end-to-end criminal justice process, whether that's police, courts or prisons.

Sue Mountstevens said:

"A recent rise in reported race hate crime, coupled with conversations I've had with victims, indicate to me that we also need to better engage and support people targeted because of their race. Never has it been more crucial, since the coronavirus pandemic shone a stark light on wider racial inequalities faced by our black and minority ethnic communities, that we take action and put every effort into making bigger changes happen faster."



**AVON AND SOMERSET
PCC: SUE MOUNTSTEVENS**

To increase scrutiny and tackle race disparity, Avon and Somerset have in place:

1. THEIR "SCRUTINY OF POLICE POWERS PANEL"

The Scrutiny of Police Powers (SoPP) Panel was established in 2017 and is made up of **local people from a diverse range of backgrounds**. The Panel reviews the use of police powers, including the use of **Tasers, stop and search, body-worn cameras** and the **use of force**, to ensure it is appropriate and proportionate.

Panel members regularly review a sample of files and footage on the use of police powers and produce a report of their findings which they submit to the PCC for oversight and the police for a response. The panel has reviewed hundreds of instances of various uses of police powers and made effective recommendations that have been implemented by the police as a result.

2. A LOCAL LAMMY REVIEW GROUP

The Avon and Somerset Lammy Review Group was the first local group to be set up following the national Lammy Review. It is chaired by an independent local person who has been at the forefront of racial inequality activism in our area.

Desmond Brown is leading a local data investigation-based approach to explain or reform of Criminal Justice System processes impacting race disparity across the Avon and Somerset Criminal Justice Board partners. The aim is to effect changes in processes in six key areas including stop and search, youth offending, out of court disposals, prisons, the judiciary and the HR functions of recruitment, retention and development. The Chair hopes to create an innovative shared data review mechanism to ensure a legacy of continued partnership scrutiny and reform.



3. HATE CRIME VICTIM SUPPORT SERVICES

Swan Advocacy provides special support to victims of hate crime across Avon and Somerset. The OPCC also works closely with “Stand Against Racism & Inequality” (SARI) which provides specialist support and advice services to victims of hate crime in the area.

Mrs Mountstevens said:

“Tackling racial disparity and inequality within policing has always been a top priority for me. One of the four priorities within my Police and Crime Plan has been ensuring the police have the right people, right culture and right capabilities. Avon and Somerset Police has made great strides in delivering this priority by putting inclusivity at the heart of everything they do.”

NATIONAL EQUALITY STANDARD

Avon and Somerset Police have become the first police force in the UK to achieve accreditation for the National Equality Standard (NES).

CULTURAL INTELLIGENCE AND LEARNING

Since July 2019, nearly 150 Avon and Somerset officers and staff have been trained in Cultural Intelligence (CQ) and Inclusive Leadership. Many of those who have received the training are leaders within the organisation.

OUTREACH WORKER TEAM

The police have a team of seven Outreach Workers whose role is to change and challenge recruitment processes. Their work includes identifying and breaking down barriers that may be preventing people from under-represented communities from joining the police service. They also work to improve the perception of policing as a career within minority groups and to increase the diversity of applicants and the resulting talent pool.

EMPLOYER BRAND RELAUNCH

The OPCC is repositioning the force as an inclusive employer of choice with recruiting for difference highlighting a range of opportunities available for people. A positive action leadership programme has also been launched for sergeants and inspectors from ethnic minority backgrounds. This leadership programme, along with other mentoring schemes and support networks, aims to improve retention and support officers from diverse backgrounds to reach their full potential and become leaders.



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HAMPSHIRE POLICE AND CRIME COMMISSIONER

FOSTERING NEW OPPORTUNITIES FOR TRANSPARENCY

HAMPSHIRE POLICE AND CRIME COMMISSIONER MICHAEL LANE BELIEVES THERE HAS NEVER BEEN A MORE IMPORTANT TIME TO BUILD GREATER COMMUNITY COHESION AND ENSURE THAT POLICING IS ACCESSIBLE TO AND SUPPORTING HAMPSHIRE'S DIVERSE COMMUNITIES. THEREFORE, HE IS COMMITTED TO **CREATING NEW OPPORTUNITIES FOR THE TRANSPARENCY AND APPROPRIATE CHALLENGE OF POLICING.**

Michael Lane said:

"We have listened through local focus groups to the voice of black and ethnic minority communities and set in train a series of streams that reflect and support the needs of the vulnerable and victims from all of our communities. We want to be even better at valuing diversity and inclusion and embedding this into the way we work, both within our team and externally with our partnership networks and the wider community.

"I have been working closely with the Constabulary to help drive their ambition to be a more open and transparent organisation and to learn from the public as to how best to improve the interaction they have with them."



HAMPSHIRE PCC:
MICHAEL LANE

FIVE-POINT ACTION PLAN

Earlier this year, the PCC published a **commitment statement**, launching a five-point action plan for Equality, Inclusion and Diversity. **The plan focuses on using the Commissioner's role of scrutiny and as the elected representative of local communities to inform appropriate challenge and action.**

It centres on:

- the delivery of a full review of current Stop and Search scrutiny processes;
- a deep dive into Hampshire Constabulary's current training on diversity, engagement with community leaders, key partners and influencers;
- and a full review of OPCC policies, procedures and commissioning model.

INDEPENDENT ADVISORY GROUPS

The work to create an open and transparent learning environment for the force includes a **refresh of the local and strategic independent advisory groups** (IAGs) that offer guidance and challenge to how the force operates. Through new ways of recruiting, opportunities are created to increase the diversity of its members.



YOUR VIEW PANELS

In addition, new grass roots community engagement opportunities such as **Your View Panels** engage with individuals who may not pass the vetting process or are from a younger age group that may not wish to join an IAG but have real life experience of how the police engage with them. The panels take place in local community locations, away from police stations, which has also been a barrier to representative engagement. **This is being led by Response and Patrol Officers hearing first-hand the experience of the public.**

One R & P Officer said:

"There was a mix of students with different educational capabilities, some from difficult home environments, a range of ethnicities and many who had had negative encounters with the police, including some students who had been stopped on numerous occasions. By the end of each session, we got the students talking to us and providing feedback, which was a massive result."

STRATEGIC YOUTH INDEPENDENT ADVISORY GROUP

Hampshire's award winning Youth Commission is also working closely with the force to develop an **OPCC led Youth Independent Advisory Group to enable greater independent scrutiny of the force from young people**. This approach will identify young advocates who work with other young people through a mixture of face to face and virtual conversations and will be themed to tackle specific issues, including disproportionality and race, and stop and search.



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CLEVELAND (ACTING) POLICE AND CRIME COMMISSIONER

CHALLENGING STEREOTYPES AND UNCONSCIOUS BIAS

IN 2019-20, ALMOST 2,000 CHILDREN AND 280 POLICE OFFICERS IN CLEVELAND WERE REACHED BY ANTI-RACISM CHARITY SHOW RACISM THE RED CARD, THANKS TO PCC FUNDING.

For several years, the Cleveland OPCC has enjoyed a fruitful partnership with anti-racism charity **"Show Racism the Red Card"** (SRTRC). Since 2016 they have been commissioned by the PCC to deliver anti-racism workshops in schools and educational establishments across Cleveland.

Acting Police and Crime Commissioner for Cleveland Lisa Oldroyd said:

"Education is key in efforts to eradicate ignorant beliefs about those from diverse backgrounds, reduce the number of people impacted by hate crime and decrease racial disparity."

The aim of these workshops is to **educate young people** about the **causes and consequences of racism**, to help them understand the need to **challenge racist views** and to **respect differences** between people - regardless of ethnicity, faith, culture or nationality.

Specially-trained educators lead interactive exercises which encourage young people to explore and challenge stereotypes, discuss the appropriateness of terminology around ethnicity and take active involvement in fighting against racism.

Sue Schofield, Education Team Manager for Show Racism the Red Card said:

"SRTRC are delighted to have worked in collaboration with Cleveland OPCC for the past four years. During this time, their funding has enabled us to work with over 2,500 children and young people across the region."

"Our anti-racism Education workshops have impacted upon recipients' attitudes and towards racism and have empowered individuals to speak out against racist language and behaviours."

In the last financial year, SRTRC have reached 1,943 young people across Cleveland - ranging from Year 4 to Year 11 - and reaching a number of children from a special needs school.



**(ACTING) CLEVELAND
PCC: LISA OLDROYD**



A member of staff from Green Gates Primary School in Redcar said:

"A great variety of activities to suit the age group. Good resources and pace throughout the day. Both facilitators spoke clearly and frankly to the children, so the meaning and seriousness of the issue was obvious."

ADAPTING TO CORONAVIRUS

The closure of schools during the coronavirus pandemic brought SRTRC's workshops in Cleveland to a sudden end. Around the same time, George Floyd's death in the United States raised tensions between minority communities and police forces around the globe.

Consequently, discussions were held between the PCC, SRTRC and the joint Force-PCC Equality, Diversity and Inclusion team, and it was decided there was an opportunity to utilise funding already provided by the PCC to deliver anti-racism input to Cleveland Police officers. When restrictions eased in summer 2020, 280 police officers on Incident Response Teams (IRT) took part in eight socially distanced anti-racism sessions delivered by SRTRC.

The sessions focused on **unconscious bias**, the use of language and terminology, **challenging stereotypes** and understanding the impact of common public misconceptions about diversity. Input was provided specifically about the impact of police activity such as Stop and Search on minority communities.

Scoping is now taking place to understand how this work can be sustained beyond the coronavirus pandemic to ensure officers continue to benefit from specialist anti-racism education.

Mrs Oldroyd said:

"SRTRC is one of our most valued partners and through innovative partnership working we've been able to supplement their already successful work in schools, with the education of Cleveland Police's emergency responders. This way we can further improve the way police deal with people from BAME backgrounds and strengthen relationships with all of Cleveland's communities."



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LEICESTERSHIRE POLICE AND CRIME COMMISSIONER

AMBITIOUS TARGETS IN BAME RECRUITMENT

LEICESTERSHIRE IS HOME TO ONE OF THE MOST DIVERSE POPULATIONS IN ENGLAND. AROUND A QUARTER OF THE COUNTY IDENTIFIES AS BLACK, ASIAN, OR FROM A MINORITY ETHNIC BACKGROUND.

Lord Willy Bach, Police and Crime Commissioner for Leicestershire, said:

"This is our public and I believe that the composition of our police force should reflect the public it serves. However, just 7% of our 3,800 officers and staff are Asian and fewer than 1% are black. We must do better than this."

This is why Lord Bach has set the Force a bold 25% diversity target for new recruits; he did this during a recent address to the Black Police Association and the Leicester African Heritage Group to mark the end of Black History Month.

His new plan was for at least one in four new recruits to come from a diverse background and with a significant increase in the number of people with Black African/Afro Caribbean heritage.

Lord Bach said:

"All my life I have worked for social justice and equality of opportunity, and this ambitious target is a natural step forward. From now on, there will be a visible step-change in our approach."

Leicestershire's OPCC is now working with the police, public sector partners and the black community to make this happen. They are confident they already have a better understanding of their force's recruitment processes and have identified the obstacles and opportunity gaps.

In fact, the proportion of recruits from a BAME background has more or less doubled during Lord Bach's time in office. However, they feel this progress is still too slow. They want exciting new initiatives to bring fresh insight and energy into the diversity agenda. And their partners agree;

Inspector Yakub Ismail, Leicestershire Black Police Association Chair, said:

"This is a positive development. Police recruitment is much more than a numbers game, but nonetheless Willy Bach's announcement has highlighted the need to address the Black and Minority Ethnic representation in Leicestershire Police."

"It is a bold target. The BPA is committed to continue to work with the Commissioner, police leaders, police officers and staff from all backgrounds to improve diversity, equality and inclusion in Leicestershire Police."



LEICESTERSHIRE PCC:
LORD WILLY BACH

WHAT ARE WE DOING?

STEP ONE: Creating dedicated Black African/Afro-Caribbean paid graduate intern positions within the police, and within the OPCC. These posts will pick up a range of research and analysis tasks to shape policy and procedures as a direct response to the diversity challenge.

STEP TWO: Allocating a significant proportion of a new bursary programme to support and encourage black recruits into the police family. This will be pivotal to achieving culture change.

STEP THREE: Re-energising the role of the 'lay-members' of the community who carry out various oversight roles within police structures.

Lord Bach said:

"I want Leicestershire Police to be the number one choice when ambitious, community-minded Black, Asian, and Minority Ethnic young people are choosing a career. I want the black community in Leicestershire to be part of this drive. Because if the force reflects the public and the public reflects the force, the concerns of prejudicial treatment and bias will be eliminated."



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WILTSHIRE AND SWINDON POLICE AND CRIME COMMISSIONER

BAME ADVISORY GROUP GIVES VOICE TO DIVERSE COMMUNITIES

WILTSHIRE AND SWINDON POLICE AND CRIME COMMISSIONER, ANGUS MACPHERSON, AND HIS OFFICE HAVE BEEN WORKING HARD TO TACKLE RACE DISPARITIES IN HIS AREA OVER THE PAST YEAR THROUGH PROMOTING CLOSER TIES WITH THE BLACK ASIAN AND MINORITY ETHNIC (BAME) COMMUNITIES.

Mirroring his current Police and Crime Plan, the OPCC has focused on and supported several initiatives:

- Scrutiny Panel for Covid Fixed Penalty Notices
- Improving the **Wiltshire Criminal Justice Service** by increasing inclusion, improving diversity and removing bias throughout the Wiltshire Criminal Justice Service courtesy of the Lammy Report
- Supporting Black History Month's online conference in partnership with Wiltshire Council
- Continuing to support Stephen Lawrence Day
- Welcoming the BAME Independent Advisory Group (IAG) to the first meeting in 2019

Angus Macpherson said:

"More than ever, Wiltshire Police needs to be reflective of the ever-diverse communities it serves.

"My office and the Police and Crime Plan, which the Force follows, reflects the efforts made in making the police more transparent and sensitive to the needs of BAME groups as well as being held accountable - if necessary - in how it deals with majority and minority groups in Swindon and Wiltshire.

"I have seen first-hand how these efforts are being made, from being involved in the IAG, reflecting on the ethnicity data following the Lammy recommendations, through to the support we give the Stephen Lawrence Day and the relatively new Fixed Penalty Notice (FPN) Scrutiny Panel."

BAME INDEPENDENT ADVISORY GROUP

The BAME IAG is something unique that Wiltshire Police has set up. Wiltshire is composed of many diverse communities and the group has been formed to better understand the needs of these diverse communities.

Many police forces are currently underrepresented by BAME individuals, so one of the goals of the committee and the OPCC is to encourage a more diverse police workforce.

Abdul Amin, the BAME IAG Chair, said:

"As a local councillor, working with a diverse range of communities, I appreciate there needs to be a mutual understanding between BAME communities and the police.

"The committee is still at its infancy and I would encourage people from all communities, including those from the younger generations, to join us and become a voice for their respective areas."



WILTSHIRE AND SWINDON
PCC: ANGUS MACPHERSON



[LINK TO BAME IAG >>](#)

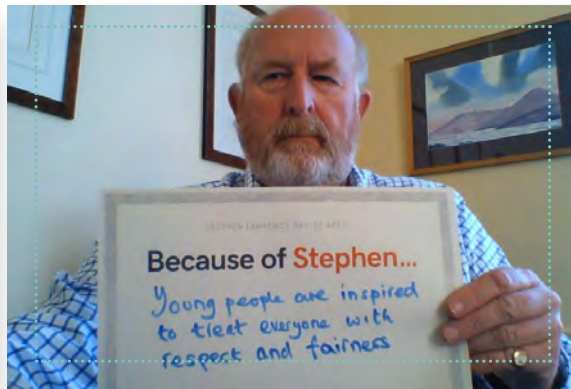
SCRUTINY PANEL FOR COVID FIXED PENALTY NOTICES (FPNs):

- 245 FPNs have been issued in the Wiltshire area to date
- One of these FPNs has been issued to individuals for not wearing a face covering
- Two of these FPNs have been issued to individuals who were required to self-isolate post travel and didn't
- 202 of the 245 individuals issued an FPN self-identified as White
- 16 individuals self-identified as black
- Seven self-identified as Asian
- Five self-identified as having a mixed background
- 15 individuals did not state their self-defined ethnicity
- 12 people have been issued with more than one FPN

Wiltshire Police recognised that issuing FPNs for breaches of the new Covid restrictions could lead to disproportionality. Therefore a scrutiny panel was set up to specifically monitor this. It is led by **Deputy Police and Crime Commissioner Jerry Herbert**. He said:

"We established a panel to scrutinise the application of fixed penalty notices; to ask for more information where the justification has not been clear; to ensure that no group is disproportionately affected and to assist the Force to learn lessons from the use of the powers."

"We recognised the importance of transparency and so publish a summary of the use of these powers on our website. We understand we were the first OPCC to do so."



[LINK TO SCRUTINY PANEL >>](#)

[LINK TO FPNs UPDATE >>](#)

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WEST YORKSHIRE POLICE AND CRIME COMMISSIONER

TACKLING RACE DISPARITY THROUGH COMMUNITY ENGAGEMENT

WEST YORKSHIRE OPCC HAS BEEN WORKING HARD WITH PARTNERS OVER A NUMBER OF YEARS TO ENSURE THEY ARE TACKLING RACE DISPARITIES FACED BY BLACK, ASIAN AND MINORITY ETHNIC GROUPS (BAME) IN THE COUNTY.

Mark Burns-Williamson OBE, the Police and Crime Commissioner (PCC) for West Yorkshire, said:

"I will continue to meet and engage with our diverse communities through different methods, and will look to maximise our engagement with BAME communities across West Yorkshire using existing forums, partnerships and the third sector, such as the Racial Justice Network, amongst others, to support this work.

"We want to continue a sustained approach to better understanding BAME issues in ensuring everyone's voice is heard and collectively that we are doing all we can to keep all our communities safe and feeling safe."

The OPCC does this in many ways, including holding regular meetings with the Chief Constable, West Yorkshire Police and partners to understand the work being done on important policing and community safety issues which are of a high public interest and scrutiny such as Stop and Search, and recruitment.

They are also continuing to reinvest monies from the **PCC's Safer Communities Fund** made up from the **Proceeds of Crime**, that helps support hundreds of community based organisations, to bid for financial grants to support their work, which often has a distinct BAME focus. The latest grant round in September 2020 was themed specifically around diversity and supporting BAME communities, following some targeted survey work and feedback.



WEST YORKSHIRE PCC:
MARK BURNS-WILLIAMSON



WEST YORKSHIRE POLICE AND CRIME COMMISSIONER



In addition, West Yorkshire's OPCC has a **Youth Advisory Group (YAG)**, which draws its membership from across our diverse youth population of the county to help focus on the community safety and policing issues that particularly impact on them. This group facilitates all backgrounds and experiences, with membership including young people with English as an additional language and individuals who have experienced forced marriage.

The PCC's recent **Community Conversation surveys**, delivered online during the pandemic to "touch in" with communities and their feelings about policing, community safety and general wellbeing during the pandemic, have had additional promotion specifically through BAME groups to ensure the survey is representative of the residents in West Yorkshire.

Mr Burns-Williamson and the OPCC also sit on the **Strategic Independent Advisory Group (IAG)** first introduced in 1999 following the Stephen Lawrence enquiry and the recommendations of the Macpherson report. This is fed by district based IAGs at a local level, reflecting the diverse nature of West Yorkshire.

IAG members are people within the community who have an interest in policing and its effect on the local area. They advise on issues regarding policing that may cause concern in the local community, for example, the PCC recently consulted on the use of biometrics by West Yorkshire Police officers when conducting stop and searches.

Mr Burns-Williamson said:

"The IAG forms a vital role in building trust and confidence between communities and the police, particularly from 'seldom heard' groups; volunteers from various backgrounds already advise the Force and PCC as a 'critical friend' in a wide range of policing activities, from strategic advice about policy to tactical and operational advice."

The PCC works closely with West Yorkshire Police on Diversity, Equality, and Inclusion and his office formed part of the **DEI Peer Review** of West Yorkshire Police conducted by colleagues from other forces including Derbyshire, West Midlands and The National Association of Muslim Police (NAMP) and College of Policing.

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NORTHUMBRIA POLICE AND CRIME COMMISSIONER

BREAKING DOWN BARRIERS AND CREATING OPPORTUNITIES

NORTHUMBRIA POLICE AND CRIME COMMISSIONER, KIM MCGUINNESS' OFFICE HAS TEAMED UP WITH THE FORCE TO SET UP A POSITIVE ACTION PROGRAMME. ITS AIM IS TO RETAIN AND ATTRACT TALENT FROM A WIDE RANGE OF BACKGROUNDS TO ENSURE THE POLICE FORCE HAS REPRESENTATION FROM ALL THE COMMUNITIES IT SERVES AND ITS IMPACT IS STARTING TO SHOW.

Northumbria Police and Crime Commissioner, Kim McGuinness said:

"There's a real commitment to diversity and ensuring we have people from all walks of life join the Northumbria Police family. We recognise that, as a police service, we have a major role to play in promoting equality and tackling discrimination of all kinds. That's why we need to be pulling out all the stops when it comes to breaking down barriers and creating opportunities."

A recent focus on increasing BAME recruitment through targeted attraction and support for candidates has had notable success. As of 1 April 2020, a total of 2.11 per cent declared their ethnicity as being from a BAME background, which was an increase from 1.79 per cent in April 2019.

Central to the programme is close engagement work within the community to better understand the people and cultures that make up the force area. At the same time, the Force has worked hard to increase confidence in the reporting of protected characteristics internally to better understand the make-up of its own workforce.

The Positive Action Programme works by providing additional support and insight throughout the recruitment process. It aims to connect with and provide opportunities to those who would not ordinarily consider Northumbria Police as an employer of choice whether in relation to culture, perceptions of the role or accessible role models.

Kim McGuinness said:

"We are proud of the recent progress made but crucially this programme is about looking ahead, setting out what we want to achieve and making it happen."

Following the programme's promising initial BAME recruitment results, the plan is to roll it out into further areas where the force is under-represented against the regional demographics. BAME representation at the senior levels is set to be a key focus for the next year through the Positive Action activity.

As well as hosting a range of recruitment events and support webinars, Northumbria Police's Positive Action Facebook group has been praised for the help and support it provides to those wanting to join the force. It's a safe space for people from all backgrounds to come together, discuss the recruitment process and seek advice.



**NORTHUMBRIA PCC:
KIM MCGUINNESS**



Here are just some words of praise from applicants who have been supported:

"I think the recruitment process was long and daunting and the Positive Action team helped us a lot with all the information and encouragement. It's great to be part of this group no matter what the results I will get."

"Got my start date today! Exciting times after a lengthy recruitment process! Finally feels like I've achieved something! But I couldn't have done it on my own! I want to thank the Positive Action team at Northumbria Police for helping me get so far along the process. I am excited for this day, which I've dreamt about for a long time."

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DEPUTY MAYOR FOR GREATER MANCHESTER

RACE EQUALITY PANELS AND CHALLENGING SYSTEMIC INEQUALITIES

IN GREATER MANCHESTER, SYSTEMATIC INEQUALITIES, RACISM AND DISCRIMINATION IN PUBLIC SERVICES - INCLUDING POLICING AND CRIMINAL JUSTICE – WILL NOW BE TACKLED WITH THE SUPPORT OF A NEW RACE EQUALITY PANEL.

The panel will advise and challenge organisations including Greater Manchester Police, but also the Fire and Rescue Service, local councils, Greater Manchester Combined Authority, NHS organisations and the education and training sectors. It will also co-design and help to implement the solutions identified.

Greater Manchester's 10 council leaders, the Mayor Andy Burnham and the Deputy Mayor for Policing, Crime, Criminal Justice and Fire, Baroness Bev Hughes, agreed the panel's remit and began recruitment in September.

Baroness Hughes said:

"We spoke to Black and ethnic minority communities earlier this year and late last year about what the panel should tackle and what it should do.

"Discrimination in policing and criminal justice was frequently brought up as an issue and we know that this is an area that people often focus on.

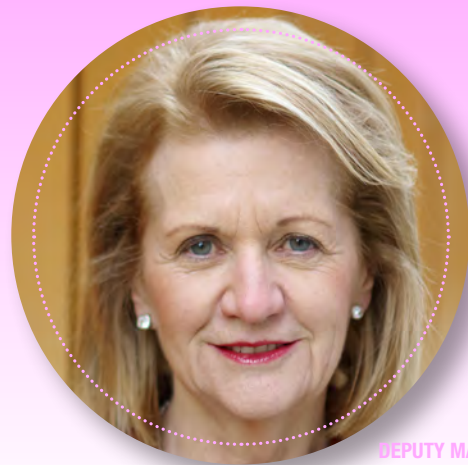
"However, the panel's remit will also be much wider than this, in recognition that inequalities are deeply embedded in our society."

Greater Manchester's Race Equality Panel will follow a similar model to the Mayor's other established advisory panels covering older people, disability, LGBT issues, women and girls, and young people.

People have been invited to apply if they could speak up for their community, reflect their views and to have an ongoing dialogue with them. It was not necessary to hold a formal position of authority or leadership.

Members of this new panel will represent Greater Manchester's diverse communities and each of the 10 boroughs.

Already, a recruitment campaign during September and October led to more than 150 applicants, who are currently being shortlisted and interviewed.



**DEPUTY MAYOR FOR
GREATER MANCHESTER:
BARONESS BEV HUGHES**

As well as policing and criminal justice, the panel's remit will include:

- hate crime
- employment and labour market inequalities
- health and wellbeing inequality, including mental health
- housing and homelessness
- educational inequalities and achievement
- financial inclusion and poverty
- addressing the unequal impacts of Covid-19
- encouraging ethnic minority leadership and public representation.

At the height of the Black Lives Matter protests in June, Greater Manchester's leaders made three pledges:

1. to work with Operation Black Vote to improve representation of the Black community in decision-making;
2. to bring forward the creation of the Race Equality Panel;
3. to work with Greater Manchester Police to publish a quarterly race equality policing report on the use of policing powers.

Baroness Hughes added:

"The policing report, to be published soon, will show the police's use of powers such as stop and search and arrests, broken down by ethnicity.

"These figures are published already and they are often a focus in the discussion about fairness and equality in policing.

"This report will provide context on the figures and describe how the police is responding to what the data shows.

"Through being transparent we aim to shine a light on these issues and, with the support of the Race Equality Panel and others, to identify potential solutions."

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DEVON AND CORNWALL POLICE AND CRIME COMMISSIONER

FESTIVALS, EVENTS AND CHALLENGING HATE CRIME

DEVON, CORNWALL AND THE ISLE OF SCILLY IS A DIVERSE FORCE AREA, AND WE'RE USING OUR CURRENT RECRUITMENT DRIVE TO MAKE SURE THAT DIVERSITY IS BETTER REFLECTED IN THE FORCE'S RANKS.

RACIST ATTACKS - HATE CRIME

Devon and Cornwall are not usually associated with racial tension. However, in the year to May 2020 the force received 1,856 reports of hate crime, up from 1,800 on the previous 12 months. Crimes included assaults on Asian students who were accused by their assailants of spreading coronavirus. The Police and Crime Commissioner is working with the force to tackle disparity in **stop and search**, to use **officer uplift** as an opportunity to improve diversity in the ranks and to **better engage minority groups** in planning for a fairer future.

Alison Hernandez, Police and Crime Commissioner for Devon, Cornwall and the Isles of Scilly, said:

"Sadly, we have had some examples of people being subjected to racist attacks and we have work to do to create a force that is more reflective of the communities it serves. There has been a small rise in the amount of hate crime reported to Devon and Cornwall Police but encouragingly conviction rates remain high."

"We must send the message to victims that we are there to listen to them, to take action and will provide the services to help them recover."

FESTIVALS AND MULTI DIVERSITY EVENTS

Between January 2019 and March 2020, before face-to-face engagement activities were curtailed, the Devon and Cornwall Office of the Police and Crime Commissioner attended **21 public events** across the force area that were **aimed at diverse communities**. At these events members of the public were encouraged to take part in surveys, sign up to the OPCC's Neighbourhood Alert newsletter and had victim of crime services explained to them.

One of these events, **"Into the Mix"** was a **multi-diversity event** held in Torbay for the first time which received significant funding from the office. The event gave all public sector and voluntary agencies a chance to learn and engage with Torbay's diverse communities.



**DEVON AND CORNWALL
PCC: ALISON HERNANDEZ**



PCC ALISON HERNANDEZ HEARS ABOUT THE WORK OF PLYMOUTH'S DIVERSITY BUSINESS INCUBATOR

HATE CRIME AWARENESS WEEK

The commissioner's team worked with **victims of racially-motivated attacks** - including an arson attack on a synagogue - to produce a **hard-hitting video**. Published during Hate Crime Awareness Week this encouraged reporting and signposted victims to support services.

WORKING HARDER TO ENGAGE HARD-TO-REACH GROUPS

The OPCC is surveying people in the force area to obtain their views on the police budget and the police and victim services. The office's communications and engagement team are making significant efforts to **reach out to communities** who have been traditionally under-represented in such polling such as younger people and those of a black and minority ethnic background.

COMMISSIONING APPROPRIATE SERVICES FOR VICTIMS OF CRIME

The OPCC is restructuring how it delivers victim services and has embarked on a significant procurement exercise. Understanding what support is needed by residents in black and minority ethnic communities, and seeking to address these needs, is included in that effort.

Organisations currently commissioned by the PCC to provide services specifically for minority groups include **North Devon Sunrise**, the **Plymouth and Devon Racial Equality Council**, **Stop Hate UK** and the **Ubuntu Counselling Service**.

LISTENING

Staff from the Office of the Police and Crime Commissioner have supported an extensive listening exercise initiated by Devon and Cornwall Police in partnership with black, Asian and minority ethnic communities.

STOP AND SEARCH

The **Commissioner's Stop and Search Scrutiny Panel** examined the force's use of stop and search powers.

This independent panel made a number of recommendations, including that there was a need for greater transparency and more publicly-accessible data.

Alison Hernandez said:

"Devon, Cornwall and the Isle of Scilly is a diverse force area, and we're using our current recruitment drive to make sure that diversity is better reflected in the force's ranks."



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**DEPUTY MAYOR FOR GREATER
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