



Norfolk's Police and Crime Commissioner (PCC) response to inspections published by His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS)

Section 55 of the Police Act 1996 (as amended by section 37 of the Policing and Crime Act 2017) requires local policing bodies to respond and publish comments on all inspection reports pertaining to your force within 56 days of report publication.

Inspection Title:

Race and policing: A review of the police service's leadership and governance arrangements for race-related matters.

Published on:

25 August 2023

Publication Types:

Race and Thematic inspection

Police Forces:

All local forces in England and Wales

Link to Report:

[A review of the police service's leadership and governance arrangements for race-related matters \(justiceinspectors.gov.uk\)](https://www.justiceinspectors.gov.uk)

Section 55 Response Deadline:

20 October 2023

Key Findings

In July 2021, the Home Affairs Committee published The Macpherson Report: Twenty-two years on. The committee considered the role HMICFRS had played in assessing the police's progress in addressing the recommendations made by the Stephen Lawrence Inquiry. It concluded: "It has been far too long since the inspectorate conducted a thematic review on race. There is an urgent need for HMICFRS to address race directly in its inspections." The committee recommended that the inspectorate should carry out a series of inspections of race and policing to start in 2022. This short review is the first inspection in that series. It considers the effectiveness of the national leadership and governance arrangements that relate to race and policing.

Alongside this review HMICFRS have also published an inspection report on race disparity in police criminal justice decision-making – further details of this report and the PCCs response can be found here [Inspections | Norfolk PCC \(norfolk-pcc.gov.uk\)](https://www.norfolk-pcc.gov.uk/inspections)

HMICFRS carried out a document review of strategies, policies, force management statements, police and crime plans, and agendas and minutes from national and local meetings, as well as supporting documents.

HMICFRS found positive evidence of leadership in the Police Uplift Programme, where there was an emphasis on recruiting and retaining a more diverse workforce. However, most people interviewed said that work on race and policing would benefit from greater involvement and support from the Home Office.

There was also a broad acceptance among those spoken to that primary responsibility for improvement in the area of race and policing rests with the National Police Chiefs' Council (NPCC) and senior police leaders. HMICFRS were told that the complex structure of the various portfolios and co-ordination committees restricts the NPCC's ability to carry out improvement activity.

A Chief Constable chairs the NPCC's diversity, equality, and inclusion co-ordination committee, which is responsible for the 2018–2025 diversity, equality, and inclusion strategy. HMICFRS found that the 2018–2025 strategy and its associated toolkits did not receive widespread support from forces.

In May 2022, the NPCC and the College of Policing published the first version of a Police Race Action Plan for consultation. Some senior police officers and leaders within other organisations told the inspectorate the pace of work on developing and implementing the plan has been too slow.

Police and Crime Commissioners set objectives for police and crime in their area by issuing a police and crime plan. The plan should reflect both the strategic policing requirement and local community priorities and is issued after consultation with the chief constable. The APCC's Strategic plan 2022–24 states that 37 of the 43 police and crime plans had priorities on equality, diversion, and inclusion. However, of the eight police and crime plans reviewed, race was prioritised in just one. Four of the eight plans made no mention of race, diversity, equality, or inclusion. HMICFRS would encourage those PCCs who haven't yet made race and policing a priority to reflect on whether it is time to do so.

In this report, HMICFRS examined data on crimes recorded during 2021–22 where a victim was identified. What the inspectorate found was worrying: in 61 percent of all records, the ethnicity of the victim was missing. In addition, 26 percent of records had no stated sex and 27 percent had no stated age. This means forces are unable to accurately assess the full impact of crime, or the quality of their service, on people from different demographic groups. This situation presents a real risk to any plans for improving the service provided by the police to women and girls, and to plans aimed at improving diversity, equality, and inclusion more generally.

The diversity, equality and inclusion co-ordination committee oversee the NPCC diversity, equality, and inclusion strategy, which was published in 2018. Although it was not the purpose of this inspection to explore the implementation of the strategy in detail, HMICFRS found that its adoption within policing was inconsistent. The strategy did not include a commitment to a specific and dedicated action plan. After the launch of the strategy, the NPCC gave forces a framework to self-assess their progress and asked them to report their findings, but the findings from these assessments and reviews have not been consistently circulated beyond the forces concerned.

At the time of HMICFRS' review, there were still no national standards on race or diversity training. This has contributed to significant inconsistencies between forces.

HMICFRS have considered recommending that the Home Secretary should impose regulations on the police. The binding effect of these regulations would be to force the police to make the necessary and long-overdue improvements. It is in the Home Secretary's power to make the police take action but doing so would be complex and challenging. At present, the inspectorate therefore considers it sensible to view regulation as a last resort.

Those HMICFRS consulted told them that the NPCC's diversity, equality and inclusion co-ordination committee is leading a project to develop a new approach for recording and collating data on protected characteristics. The inspectorate was told that the diversity, equality, and inclusion co-ordination committee has presented this new approach to the Chief Constables' Council and gained the council's approval for its implementation. In the next phase of work, the committee will work with technology suppliers to develop ways for the police to routinely record, retrieve and share this data. The inspectorate has also been told that the College of Policing will develop training and guidance to support forces, officers, and staff in gathering the necessary data.

Recommendations

Four recommendations were put forward by HMICFRS within their report, none of which were directed at Chief Constables directly. They instead were directed towards the NPCC and the College of Policing. These are detailed below using the same numbering from the report itself:

Recommendation 1:

As soon as practicable, and no later than 31 March 2024, the National Police Chiefs' Council lead on diversity, equality and inclusion and the College of Policing should publish the revised 2018–2025 diversity, equality and inclusion strategy. This revised strategy should address fully the matters raised in 'The Macpherson Report: Twenty-two years on' and include requirements for:

- forces to self-assess their implementation of the strategy;
- National Police Chiefs' Council reviews of force self-assessments and/or College of Policing peer reviews; and
- sharing organisational learning within the police service from these reviews.

Recommendation 2:

As soon as possible, the National Police Chiefs' Council and the College of Policing should finalise and publish the Police Race Action Plan. Forces should implement this plan, following its publication, without delay.

Recommendation 3:

By 31 March 2024, the College of Policing should establish national standards for police diversity, equality and inclusion training.

Recommendation 4:

By 30 April 2024, the National Police Chiefs' Council and College of Policing should jointly implement the technology solutions and training required to make sure forces consistently record and share data on protected characteristics, in particular with regard to race (colour, nationality, and ethnic or national origins).

Areas for Improvement

There are no areas for improvement made.

PCC response to report and any Recommendations/Areas for Improvement

PCC Norfolk notes this report.

For Office Use Only:

- Response submitted on the HMICFRS Monitoring Portal.
- Response forwarded to the Chief Constable.
- Response forwarded to the Norfolk Police and Crime Panel.
- Response published on the OPCCN website.