



OPCC

Office of the Police &
Crime Commissioner
for Gloucestershire

12 September 2023

HMICFRS Race and Policing: A review of the police service's leadership and governance arrangement for race-related matters

I welcome this first report from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) into race and policing, specifically focusing on how well police leadership govern race-related matters. The report is timely and serves as a reminder that, as public servants, we must always strive to do better and more to address disproportionality, prejudice and inequality.

The four recommendations contained in the report (specific to the NPCC and the College of Policing) are also welcomed.

I support the work that DCC Shaun West has detailed in his letter to you and which is being progressed within the Constabulary. This work involves the invaluable involvement of the Community Legitimacy Panel and associated sub groups. With their guidance and support, the Constabulary is committed to being an anti-discriminatory organisation by not only acting in a non-discriminatory way, but addressing systemic inequalities, disadvantage and discrimination. I am confident that this priority is understood and embraced by the whole organisation.

Activity to address the recommendations contained within this and any subsequent reports, will be monitored through my usual governance arrangements.

Chris Nelson

Gloucestershire Police and Crime Commissioner



Ruth Greenwood
Chief Executive
Office of the Police and
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Date: 11 September 2023

Dear Ruth,

HMICFRS Race and Policing: A review of the police service's leadership and governance arrangement for race-related matters.

I am writing to you to address the report which was published by His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) relating to the inspections which are being conducted regarding Race and Policing.

HMICFRS are carrying out a series of inspections in response to the Home Affairs Committee publishing the 'The Macpherson Report: Twenty-two years on' which concluded that *"it has been far too long since the inspectorate conducted a thematic review on race. There is an urgent need for [His Majesty's Inspectorate of Constabulary and Fire & Rescue Services] HMICFRS to address race directly in its inspections."*

The first publication of the results of this review, released in August 2023, produced four recommendations which are as follows:

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).

At present, all of the recommendations specifically relate to the NPCC and the College of Policing rather than individual police forces. Whilst part of the inspection process included commissioning fieldwork with diversity, equality and inclusion leads from eight police forces, Gloucestershire Constabulary was not one of those forces. However, I would like to reassure you that the topic of Race and Policing and the subsequent themes raised in the recommendations; namely, the publication of a diversity, equality and inclusion (DEI) strategy, the implementation of the Police Race Action Plan and DEI training and the recording of data relating to protected characteristics, are all matters which the force is progressing.

Better Together is the Constabulary's approach to diversity, equality and inclusion and our approach is underpinned by national advice and guidance such as the NPCC Vision 2030, relevant legislation such as the Public Sector Equality Duty (relating to the Equality Act 2010) and our understanding of local communities. All activities associated with Better Together are discussed at the Better Together Strategic Board and these meetings then report to the Legitimacy Board, chaired by the Director of People and Business Services and the Deputy Chief Constable respectively.

At the same time, we have committed to supporting and delivering the Police Race Action Plan (PRAP), which aligns to the Constabulary's commitment to being an anti-discriminatory organisation, as well as delivering eight key priorities which have been drafted by Gloucestershire's Community Legitimacy Panel. Both the national and local priorities address the need for the force to develop a comprehensive DEI training package with a particular focus on race and to ensure that we are monitoring and recording our data around representation and protected characteristics. These recommendations are being progressed through the PRAP Strategic Oversight Group which is leading on delivering the plan and adopting an 'explain or reform' approach to challenge any evidence of disproportionality.

We will continue to advance the work we are doing in our local communities and monitor the actions which are initiated from HMICFRS' recommendations to the NPCC and College of Policing. Moreover, the Inspection Oversight Meeting, chaired by the Assistant Chief Constable, will also track progress and risks internally, as is regularly done for all activity associated with HMICFRS in the Constabulary.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Shaun West', with a horizontal line extending from the start of the signature.

Shaun West
Deputy Chief Constable of Gloucestershire Constabulary