

PFCC Report Acknowledgement record

Version:

Force	Staffordshire
Police and Crime Commissioner	Ben Adams
Chief Constable	Chris Noble
Title of inspection	Just visiting? Exploring the effectiveness of independent custody visitors at monitoring race and gender equality in police custody
Inspectorate	 <p>Criminal Justice Alliance For a fairer & more effective criminal justice system</p>
Summary of inspection	<p>Almost all custody visitors and scheme managers who spoke to us had a clear commitment to equality and diversity. They placed significant importance on tackling discrimination and unfair treatment of detainees in police custody. Even where participants identified challenges, there was generally a strong dedication to overcoming these barriers to improve their effectiveness.</p> <p>Over recent years, custody visitors have effectively improved some aspects of welfare and treatment of women and ethnic minority detainees in police custody.</p> <p>Custody visiting schemes need to be more diverse to better represent the demographics of their local communities. Most schemes had attempted to increase their diversity in some way or there were plans in place to do this, which was positive.</p> <p>Recommendations are for Home Office, ICVA, PCCs and HMIC</p>
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Recommendations	<p>POLICE AND CRIME COMMISSIONERS SHOULD:</p> <p>21. Publish an escalation process which sets out how discriminatory incidents or disparities that are raised by custody visitors are addressed. This process should include details of how PCCs report back to schemes.</p> <p>22. Ensure custody visitors are routinely collecting data on detainees’ race and gender on their visiting report forms.</p> <p>23. Ensure scheme staff have enough time and resource to undertake meaningful reviews of custody visiting reports and identify any parity of treatment.</p> <p>24. Promote training resources on race and gender equality developed by ICVA. These should be contextualised to reflect local issues and the needs of detainees in police custody.</p> <p>25. Publish their structured plans and objectives for delivering anti-racism training. In line with the Code of Practice, this should be published alongside an evaluation of the effectiveness of the training and the extent to which it is achieving its objectives.</p> <p>26. Mandate training for scheme managers and custody visitors on the Public Sector Equality Duty (PSED) and how this applies to their roles and legal obligations. Anti-racism training should also be included and promoted to improve the local scheme’s training practice.</p> <p>27. Proactively engage with groups disproportionately impacted by police powers and raise awareness of the custody visitor role, encouraging them to become visitors and/or assist with training.</p>

28. Collect demographic data on custody visitors and scheme managers. PCCs should use a standardised data form to collect this data, enabling ICVA to collate and analyse it.
29. Publish and widely promote an annual report on the findings of their local custody visiting scheme which has a dedicated section on any equality issues that have been identified and how they have been addressed.

Areas for improvement

Police Crime and Commissioner's Acknowledgement

Ben Adams welcomes this report and the recommendations for Home Office, ICVA, PCCs and HMIC. The Staffordshire Commissioner's Office actively works alongside the ICVA locally to support scheme development and await the publication of the revised quality assurance framework in Spring 2022.