


PCC and CC Force Inspection response record

Version Dec 2024

Force	Staffordshire
Police and Crime Commissioner	Ben Adams
Chief Constable	Chris Noble
Title of inspection	An inspection into activism and impartiality in policing
Published Date	10 th September 2024
Inspectorate	 <p>HMICFRS Making communities safer</p>
Summary of inspection	<p>In September 2023, the then Home Secretary commissioned us to inspect the extent to which police involvement in politically contested matters may be having an impact on operational policing, by influencing policing policy, priorities and practice. We explored how the police deal with politicised and contested matters. We examined whether the police allow politics or activism to unduly influence them. Our inspection took place between October 2023 and December 2023. We carried out fieldwork in 12 police forces in England and Wales. (NB: Staffordshire was not one of the forces inspected)</p>
Grade	N/A
Recommendations	<p><u>Recommendation 10:</u> By 31 March 2025, chief constables should give clear direction to their workforce about wearing and displaying visible representations. They should make sure that they clearly communicate such policies to the workforce and that they enforce the policy. Chief constables should regularly review these policies to respond to new causes that arise. The National Police Chiefs’ Council should support chief constables in achieving a consistent approach</p> <p><u>Recommendation 12:</u> By 31 July 2025, chief constables should make sure that those personnel responsible for completing equality impact assessments are appropriately trained to do so. Chief constables should also make sure there are effective governance measures in place to improve the quality of these assessments and make sure they are completed when required.</p> <p><u>Recommendation 13:</u> By 31 March 2025, all chief constables should audit their policies that include or relate to the Equality Act 2010. They should make sure there is an effective process for regularly reviewing and updating policies and have appropriate governance arrangements in place.</p> <p><u>Recommendation 16:</u> By 31 March 2025, forces should update and implement their policies and guidance for non-crime hate incidents to provide clear direction to officers and staff for the assessment and recording of, and response to, these incidents.</p>

	<p><u>Recommendation 17:</u> By 31 March 2025, forces should make sure their recording processes for hate-related incidents allow them to analyse data relating to hate crimes and non-crime hate incidents.</p> <p><u>Recommendation 18:</u> By 31 March 2025, chief constables should make sure their force has an effective and efficient process for assessing and reviewing hate incidents.</p> <p><u>Recommendation 20:</u> By 31 March 2025, forces should make sure they clearly define in policies the requirements for recording personal data for non-crime hate incidents. If the force approach differs from ‘Non-Crime Hate Incidents: Code of Practice on the Recording and Retention of Personal Data’, the force should record the rationale for this.</p> <p><u>Recommendation 22:</u> By 31 March 2025, all forces should make sure they have a robust assessment process for allocating funding and giving support to their networks. They should prioritise funding and support based on local need</p>
Areas for improvement	N/A

Police, Fire and Crime Commissioner’s initial response

Public perception of police impartiality has an impact on levels of public trust in policing. Without that trust, police forces can’t keep the public safe. I am committed to supporting Staffordshire Police to prepare their workforce to respond impartially and I do not underestimate the complexity of the task. Whilst allowing the force to maintain operational independence I will continue to raise the profile of the issues the public of Staffordshire escalate to me. My latest Police and Crime plan 2024-2028, published in November 2024, focuses on those issues of greatest concern and my next term will be focussed on driving impactful partnerships, supporting victims and preventing and protecting the residents of Staffordshire.

Chief Constable’s response

This report recognises the link between the policing approach to diversity equality and inclusion and building trust and confidence, while outlining some of the complexities and challenges to achieve it. The NPCC sets out that “Diversity equality and inclusion should be at the heart of good policing. Explaining or addressing disproportionality, improving representation and building the trust and confidence of every community in our service is good police work” This is recognised by the force with significant activity taking place to demonstrate this.

Earlier this year, the force’s Diversity, Equality and Inclusion (DEI) team structure was reviewed with further DEI investment to deliver positive changes and support to the force, its workforce and staff networks.

A number of the recommendations set out in this report have already been delivered by the force; with other areas being progressed as ‘business as usual’. The DEI team is working closely with staff network and it has also moved more into the community engagement space to support their positive action work within the community.

The force has a robust process in place for recording hate related incidents. Our force control room staff are trained to cover decision-making considerations that are set down in the College of Policing APP (Authorised Professional Practice) APP. The Force’s Crime Registrar (FCR) reviews non-crime hate incidents to ensure they are appropriately recorded.

All incidents classified as a NCHI are reviewed by a member of the force’s Crime Bureau. In addition to selecting the correct classification, the Crime Bureau will apply a specific NICL (National Incident Category List) qualifier to all NCHI and Hate Crimes, the “type” of Hate Incident reported i.e., on grounds of age, race, religion, etc. can be identified.

In addition, the force has lowered the threshold for hate crime in relation to problem solving; the threshold for hate crime is that if there are 2 or more incidents in 30 days, a problem-solving approach will be instigated. All hate crimes are discussed / reviewed on Local Policing Team’s during daily management processes.

The force will continue to work closely with its support networks, leads for DEI, PRAP and hate crime in order to deliver a sustained approach in this area.

Progress on the recommendations will be monitored via the Inspection and Audit Board chaired by the Deputy Chief Constable.

Police, Fire and Crime Commissioner’s overall comments

I will continue to monitor progress on these recommendations via existing governance arrangements and I look forward to seeing the results of improved local policing team relationships within the public perception surveys we have commissioned. The survey results are regularly reported as part of my regular public performance meetings held with Chief Constable Chris Noble.