


# PFCC Report Acknowledgement record

Version:

<b>Force</b>	Staffordshire
<b>Police and Crime Commissioner</b>	Ben Adams
<b>Chief Constable</b>	Chris Noble
<b>Title of inspection</b>	<a href="#">Race and Policing: A review of the police service’s leadership and governance arrangements for race-related matters</a>
<b>Inspectorate</b>	 <p>His Majesty’s Inspectorate of Constabulary and Fire &amp; Rescue Services</p>
<b>Summary of inspection</b>	This report considers the effectiveness of the national leadership and governance arrangements that relate to race and policing.
<b>Grade</b>	
<b>Recommendations</b>	<p>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:</p> <ul style="list-style-type: none"> <li>• forces to self-assess their implementation of the strategy;</li> <li>• National Police Chiefs’ Council reviews of force self-assessments and/or College of Policing peer reviews; and</li> <li>• sharing organisational learning within the police service from these reviews.</li> </ul> <p>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.</p> <p>Recommendation 3 By 31 March 2024, the College of Policing should establish national standards for police diversity, equality and inclusion training.</p> <p>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</p>

	<p>forces consistently record and share data on protected characteristics, in particular with regard to race (colour, nationality, and ethnic or national origins).</p>
<p><b>Areas for improvement</b></p>	<p>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.</p> <p>Since December 2020, the Association of Police and Crime Commissioners (APCC) has published a race disparity toolkit approximately every six months. This aims to help support members to tackle race disparity locally, in part through sharing good ways of working.</p> <p>The APCC’s strategic plan 2022–24 (PDF document) states that 37 of the 43 police and crime plans had priorities on equality, diversion and inclusion. But of the eight police and crime plans we reviewed, race was prioritised in just one. Four of the eight plans made no mention of race, diversity, equality or inclusion.</p> <p>We would encourage those police and crime commissioners who haven’t yet made race and policing a priority to reflect on whether it is time to do so.</p>

## Police Crime and Commissioner’s Acknowledgement

I welcome the findings of this report, and its recommendations which are primarily focused on the National Police Chiefs Council and the College of Policing. I acknowledge the area for improvement highlighted concerning the lack of attention paid in Police and Crime Plans to issues of race, diversity, equality and inclusion. I acknowledge that, whilst my plan, issued in 2021, does highlight equal access to services, fair treatment for all and engagement with seldom heard groups, it does not contain priorities to tackle race disparity specifically. I am, however, satisfied with the work my office is doing in conjunction with the force and in partnership across the CJS to identify and tackle race disparity. With a new term of office commencing in May 2024 and a new plan to be issued later that year, my office will ensure that this is a key consideration in developing it, irrespective of who is elected to the position.