

NOTES - SCRUTINY MEETING (POLICE RACE ACTION PLAN) - 6 NOVEMBER 2024

Question	Brief Summary of Evidence	Decision of PCC
<p>1. How is the Force monitoring local progress against the delivery of the recommendations detailed in the PRAP? How does the Force ensure timely implementation of these recommendations?</p>	<ul style="list-style-type: none"> • To monitor local progress, the Force holds Police Race Action Plan Delivery Meetings. • The Force’s existing governance structure includes the four Police Race Action Plan (PRAP) workstreams, all of which have an assigned strategic and tactical lead: <ul style="list-style-type: none"> • Workstream 1 focusses on internal culture and inclusivity; • Workstream 2 focusses on not over-policed (use of police powers); • Workstream 3 focusses on community engagement and relations; and • Workstream 4 focusses on not under-protected against victimisation. • The work undertaken at the Police Race Action Plan Delivery Meetings and by the relevant workstreams feeds into the Force Impact Board, the Strategic Workforce Planning Board, the Standards and Ethics Board, the Digital Data and Change Board and the Governance of Audit and Inspection Board. • The governance structure provides a mechanism to ensure that any decisions required to progress the implementation of the PRAP can be taken swiftly. • The Force recognises the importance of the PRAP being built and embedded into existing processes, policies, procedures and practices. • The Force takes a business-as-usual approach in terms of ensuring the recommendations of the PRAP are fully considered and adopted. 	<p>Assured</p>
<p>2. In supporting the commitments of the PRAP, what Force-level local activities have been undertaken to:</p> <ul style="list-style-type: none"> • create an anti-racist culture, values and behaviours; • address workforce disparities; • tackle racial disparities; • improve the engagement of Black communities; and • improve support to Black victims of crime. 	<ul style="list-style-type: none"> • In terms of PRAP delivery and creating an anti-racist culture, values and behaviours, a summary of actions and activities undertaken by the Force include: <ul style="list-style-type: none"> • Publication of corporate communications, e.g., observing and celebrating Black History Month and Race Equality Week and conducting a Black Workforce Survey. • Providing advocacy for the Black community, e.g., reinvigorating the Race Equality Network (REN), attending conferences of the National Black Police Association and identifying and rolling-out best practice locally. • Raising staff awareness, e.g., delivering bespoke anti-racism and cultural awareness training. • Conducting robust investigations of alleged misconduct, e.g., identifying learning opportunities and seeking the expertise of the Equality Diversity and Inclusion (EDI) Team to inform the severity assessment. • Reinforcing ethical standards, e.g., operating a Break the Silence facility to provide a confidential/anonymous reporting mechanism for staff. • In terms of PRAP delivery and addressing workforce disparities, a summary of actions and activities undertaken by the Force include: <ul style="list-style-type: none"> • Providing a holistic approach to recruitment, e.g., ensuring focussed advertising and targeted social media to increase diversity of reach and attending local events, such as the Mela, to engage with Black communities and promote careers in policing. 	

- Tracking vetting, e.g., identifying and monitoring any disparities in relation to Black applicants, embedding processes to overcome barriers and utilising independent scrutiny panels to provide external scrutiny/oversight.
- Encouraging progression, e.g., ensuring accredited training and qualifications are available and accessible to support promotion.
- Equality Impact Assessments are undertaken for all of the Force's polices, projects, decision-making and organisational reviews and these ensure that all those with protected characteristics are fully considered.
- The Force is working to identify and understand recruitment barriers for those from ethnic minority backgrounds, which include eligibility restrictions in terms of residency and background checks.
- Positive action has been taken and there has been an increase in the proportion of Black people recruited to the Force, however, this number remains low. Therefore, the Force remains committed to building a more inclusive working culture.
- In terms of PRAP delivery and tackling racial disparities, a summary of actions and activities undertaken by the Force include:
 - Monitoring and scrutinising stop and search and use of force, e.g., improving collection, recording and analysis of ethnicity data to determine patterns and trends and operating internal and external scrutiny mechanisms, which include audits of Body Worn Video (BWV) footage.
 - Monitoring victims and suspects, e.g., analysing data and establishing a working group to identify, address and eliminate any disproportionality or disparities.
 - Promoting organisational learning, e.g., continuously reviewing local policies, guidance and training delivery to increase knowledge, understanding and awareness.
- In terms of overall rate of stop and searches for Black individuals, Cleveland has a rate of 1.3, which is the 2nd lowest in the country.
- In terms of PRAP delivery and improving engagement with Black communities, the EDI Team delivers effective methods of community engagement, the Chief Officer Team attends community engagement sessions and the advice of independent advisory groups and community groups is accessed and utilised to strengthen the voice and influence of Black communities in policing.
- In terms of PRAP delivery and supporting Black victims of crime, a summary of actions and activities undertaken by the Force include:
 - Understanding the needs of Black victims, e.g. the EDI Team delivers awareness training to enable officers to understand the needs and vulnerabilities of Black victims.
 - Improving data quality and capturing the ethnicity of the victim, e.g. recording of accurate ethnicity data allows effective analysis and informs the Force's policing objectives.

	<ul style="list-style-type: none">• Listening to feedback from Black victims, e.g. an impactful recording of a victim's experience of policing and the Force has been circulated Force-wide to raise awareness.• Over the past 6 months, the Force has made positive progress with recording victim ethnicity and further improvements will be achieved with the introduction of an I-Patrol solution.	
<p>3. In terms of the report published by the HMICFRS entitled 'An inspection of race disparity in police criminal justice decision-making', what information and data can the Force provide to evidence that recommendations 6,8,10 and 11 have been implemented?</p>	<ul style="list-style-type: none">• In terms of the His Majesty's Inspectorate of Constabulary and Fire Rescue Service's (HMICFRS) recommendations, which reference the need to analyse and scrutinise race disparity in police criminal justice decision-making, work is ongoing within the Force.• The Force has internal monitoring and reporting mechanisms in place, which include the collection and analysis of victim and suspect demographics; the Diversity, Equality and Inclusion Delivery Dashboard and Framework; the Victim Experience Survey and continuous oversight and monitoring of stop and search, use of force, custody and vetting decisions.• The Force has robust external scrutiny arrangements in place, which include the Stop and Search Scrutiny Panel, the Use of Force Scrutiny Panel, independent custody visitors and Independent Advisory Groups.• Activity and outcomes suggest positive progress has been made in respect of the Force's relationship with Black communities.• The Force acknowledges that although good progress has been made, more needs to be done.• The Force is committed to delivering the HMICFRS and PRAP recommendations and will continue to work to improve understanding, police interaction and support for Black communities.	