

Police Race Action Plan

Coronation
House

Chief Constables Council update
September 2025



Overview

Around 50 submissions to PRAP call for practice; in-person knowledge sharing events planned for October

37 forces visited in person by PRAP central team; all forces will have been visited by the end of February

Almost 1,500 responses to latest round of the Our Black Workforce survey; results expected in November

Ongoing discussions around the future of independent scrutiny, advice and engagement by communities of PRAP and wider policing / CJS



Future delivery

Maturity matrix finalised through 10 pilot forces and with national metrics working group; due to be rolled out to all forces to start completing later this month

Cornerstone of future locally led delivery – forces will publish data and details of activity in support of the plan's objectives

National data pack compiled by NPCC as a benchmark for forces

Looking to appoint a new chief officer lead for the PRAP portfolio moving forward

Regular engagement with national committees and portfolios

Detailed assessment of future actions as well as internal and external governance

Concern among several NPCC committee chairs about existing capacity to deliver PRAP actions, maturity matrix and other national activity



Future delivery model

Six NPCC committee chairs support bid for resources to integrate PRAP into existing national police structures

Without this capacity, chief officers are concerned PRAP actions and activity currently under development will not be deliverable

Significant risk of reputational harm if policing claims progress where activity has in fact stalled due to a lack of infrastructure and support

Resources

- Superintendent – PRAP operational lead / coordinator
- Analyst
- Business support
- Community scrutiny and engagement fund

Total annual cost of **£279k** – from **£1.52m** this year and **£1.91m** in 2024/25





NPCC
National Police Chiefs' Council

