

Chief Constables' Council

Title: Police Race Action Plan – Session 13

| | |
|---|---|
| Security Classification Documents <u>cannot</u> be accepted or ratified without a security classification in compliance with the Government Security Classification (GSC) Policy (Protective Marking has no relevance to FOI): OFFICIAL-SENSITIVE | |
| Freedom of information (FOI) This document (including attachments and appendices) may be subject to an FOI request and the NPCC FOI Officer & Decision Maker will consult with you on receipt of a request prior to any disclosure. For external Public Authorities in receipt of an FOI, please consult with npcc.foi.request@cru.pnn.police.uk | |
| Author: | CC Gavin Stephens, T/DAC Alison Heydari |
| Force/Organisation: | NPCC |
| Date Created: | 27/02/2025 |
| Coordination Committee: | N/A |
| Portfolio: | Police Race Action Plan |
| Attachments @ para | |
| Information Governance & Security In compliance with the Government's Security Policy Framework's (SPF) mandatory requirements, please ensure any onsite printing is supervised, and storage and security of papers are in compliance with the SPF. Dissemination or further distribution of this paper is strictly on a need to know basis and in compliance with other security controls and legislative obligations. If you require any advice, please contact npcc.foi.request@cru.pnn.police.uk https://www.gov.uk/government/publications/security-policy-framework/hmg-security-policy-framework#risk-management | |

1. Purpose

This paper is to provide an update to council members on the progress of the Race Action Plan.

2. Recommendations

2.1 Chief Constables are recommended to:

- i. **Note the update provided.**
- ii. **Support their teams to deliver the Maturity Matrix so that returns can be provided to the Policing Minister in September.**

- i. Update on Progress

Chief Constables are advised that:

3.1 General Update

Force visits have been ongoing with visits now completed with 40 forces. Details will be provided to ACO ****S40(2)**** to follow up and consider completing outstanding visits. Please see appendix A for an overview of progress made by the central team over the last 2 years. This is a brief overview with more details in the progress and update reports previously circulated.

T/DAC Dr. Heydari was invited to attend knowledge sharing trip by the Netherlands police in December 2025, this valuable visit shared promising practice from the Netherlands and within UK policing. Further opportunities for cross border collaboration will be explored later in the year. T/DAC Dr. Heydari has also been invited to attend an exchange of views with

the European Commission against Intolerance and Racism later this month, this exchange is an opportunity to showcase the work within UK policing to become anti-racist and share ideas with member states.

3.2 Meetings with the Policing Minister

There have been two meetings with the Policing Minister, with a follow up planned in March. The conversations have included an agreement to include elements of the maturity matrix in the new police performance framework. A further meeting has also been arranged with Lord Blunkett Leadership review team for PRAP to feed into this work. There was also discussion on the need to focus on the lack of progression for black women in policing, to support this there is a proposal to meet with the most senior black women in policing to discuss progression barriers (Superintendent and above and staff equivalent). In addition to this there will be an exploration to include alternative methods of entry into policing (such as direct entry) to diversify leadership pool. After the publication of the white paper Baroness Lawrence (Race Qualities and Engagement Group) and Director of Cabinet Office Equality Unit attended a follow up meeting with the Minister, both offered support for future advisory role to oversee police reform and longer term in new policing structure. The Minister committed to scrutinising force Maturity Matrix returns in September. Further follow up meeting will be scheduled.

3.3 Maturity Matrix

3.3.1 Knowledge Sharing & Community Engagement

- Final drop-in session will cover Workstream 4; previous session focused on Moderation.
- MPS learning includes:
 - Early engagement with community groups to introduce the MM and address issues ahead of moderation.
 - Presentations delivered to central groups (majority Black heritage), with expansion to BCUs planned.
 - Independent facilitator to ensure impartiality, and exploration of community moderators.
- Forces reminded that community voice must be central, and groups must be genuinely representative, not self-selected.
- NCRG contacted for examples of good practice on engagement with Black communities; response awaited.

3.3.2 Key Milestones

- Evidence Capture: March 2026
- Self-Assessment & Peer-to-Peer: April 2026
- Moderation: June - August 2026
- Publication: September 2026 on force external websites

Some forces have expressed concerns about timelines; expectations have been consistently communicated.

3.3.3 Transparency - MM Version 2 (External)

- Forces to use a standard national format aligned to the PRAP 2025 Data Pack.
- Community-facing guidance, including short explainer videos, to be published by end of March.
- Briefing sessions planned for IAGs, CRGs, ISOs and CSOs to support understanding and gather feedback.
- PDS developing a Single Online Home solution to standardise design and publication.

3.3.4. Phase 2 Metrics & PRAP 2026 Data Pack

- On track for completion by 18 March 2026.
- Builds on Phase 1 and aligns with ADR, HMICFRS, and National Performance Framework.
- Will include: Updated metrics / Comprehensive / PRAP 2026 Data Pack.

3.3.5 Scrutiny, Governance & Compliance

- Discussions continue with NPCC Race & Inclusion Delivery Board on support for compliance monitoring, QA, and good-practice sharing.
- Awaiting update from meeting between CC Rachel Kearton and ACO ****S40(2)**** (03 March).
- Engagement with APCC ongoing; their forthcoming Equality Framework now reflects recommendations informed by the MM.
- Our Analyst mapped identified gaps between MM and APCC framework, forming basis for recommendations.
- Contribution made to 10 scrutiny questions for PCCs focusing on:
 - Representativeness and independence of Black community voices
 - Authenticity of lived-experience input
 - Meaningful influence on PRAP outcomes
 - Safe and empowered participation
 - Ongoing review mechanisms

Governance proposals designed to be sustainable beyond PCC timeframe.

3.3.6 Closure Report & Final Scoring

- ACO ****S40(2)**** to explore analytical capacity beyond March 2026 to deliver a final MM report.
- Current Programme Director has opted not to publish league tables; this may be revisited by ACO ****S40(2)****.

3.4 Transition

- Update on discussions with NPCC Committees and portfolio holders
 - Reviewed actions and activities within PRAP.
 - Agreement with Committee Coordinators and Portfolio Leads over actions.
 - CJ Committee is outstanding – meeting to agree.
 - Letter sent to Committee Coordinators and Portfolio Holders, with accompanying spreadsheet, to agree state of play of each action.
 - 15 minute slot at next Committee Coordinators meeting to brief on PRAP's current position and address any issues.
 - Final further meeting with Committee Coordinators and relevant Portfolio Holders to pick up and address any issues.
- Work outstanding:
 - Agreeing governance process with ACO ****S40(2)**** and CC BJ Harrington.
 - Progressing the use of Strategic Insight Dashboard as a mechanism for assisting governance of PRAP moving forward.

3.5 CPS/PRAP Joint Disproportionality Board

The work of the joint board is progressing well, the product from the conference is being developed into an action plan to be delivered over the next 12 months. On the 12th of March the CPS and PRAP will be holding a joint conference aimed at CPS/NPCC Senior Leaders on Tackling Racial Bias in the Criminal Justice System. We have had a high level of interest from across the CPS, policing, HMPPS, the Cabinet Office, MoJ and our inspectorates. This conference will also help focus our joint activity aimed at understanding and reducing disproportionality across the CJS.

3.6 ****S40(2)****, ISOB update

The ISOB is currently developing a final report, drawing on its five years of oversight of the Police Race Action Plan (PRAP). The report is intended to capture the Board's learning on what has enabled progress, what has limited it, and the conditions under which constructive engagement between policing, oversight bodies, civil society (CSOs), and communities is most likely to lead to meaningful change. It brings together perspectives from stakeholders across policing, national and regional scrutiny structures, CSOs, and experts who engage with policing on race equality issues.

An interim emerging themes report was produced following the first phase of stakeholder interviews. 18 interviews were conducted between 10 and 20 February 2026 with representatives from national and regional ISOB structures, senior policing practitioners, civil society organisations, and specialist anti-racism practitioners. This early analysis identified several consistent themes relating to leadership, accountability, engagement practices, and the wider structural conditions shaping progress on race equality in policing.

Since the interim report, work has continued to expand the evidence base. The total number of interviews completed or confirmed has now reached 35, a significant uplift on the 15 to 20 proposed in the original project proposal, providing deeper insights. Extensive desk research has been undertaken alongside the interview programme, and interviewees have been re-engaged to review transcripts and confirm use of quotations. Work has also progressed on coordinating the design of the report and beginning early discussions with relevant media outlets regarding coverage on publication. A first draft of the report will be shared with the ISOB on 11 March 2026 and, subject to final feedback, publication is anticipated in the week commencing 23 March 2026. As with previous ISOB reports, the report will be shared under embargo with relevant policing audiences ahead of publication.

3.7 ACO ****S40(2)**** Update

The new NPCC portfolio of Anti-racism and the PRAP will move into consolidating and embedding the learning of five years of the PRAP.

The recognition of the failure of police forces to fully understand the experience of Black communities and the impact of

existing structures, policies and practices that can lead to unfair outcomes for Black communities has been researched and exposed through the intensive work of the central team, ISOB and associated SPOC network.

The new national role is to draw out themes, barriers, blockages and collate solutions to policing's specific challenges around becoming anti racist, drawn from the work and research gathered through the PRAP.

The portfolio lead seeks to support Chief Officers in navigating these challenges, and to streamline & mainstream culture change in relation to our interactions with people of Black heritage in the UK, so we can improve their experience of policing. This next phase will allow chief constables and leaders in all forces to continue their focussed local priorities whilst also ensuring that the improved knowledge, culture and good practice created can be shared and maximised across UK Policing.

The portfolio lead will concentrate on:

- Utilising the feedback from the maturity matrix to select core data sets that can illustrate the changes we are driving through the anti-racism work
- Lobbying for anti-racist aims to be included in the new performance framework that is central to reform
- Supporting HMICFRS to incorporate key anti racism measures into the PEEL assessment going forward and possibly a thematic inspection
- Building and supporting expertise in anti-racism both internal and external to policing to create real change

The portfolio lead will work closely with all other NPCC portfolio leads to identify opportunities to improve our policing tactics and focus on fairness and equity in our impact.

With a projected budget of £414,000 there will be a full time Superintendent role, analyst capability, business support and some commissioned services working towards the key aims of:

- Ensuring we have an educated, representative workforce
- Eliminate disproportionality in our use of powers
- Listen to all of the communities we serve
- Highlight and remove disparities for Black children
- Gather trusted reliable data

4.0 Chief Constables are recommended to:

- i. **Note the update provided.**
- ii. **Support their teams to deliver the Maturity Matrix so that returns can be provided to the Policing Minister in September**

Dr Alison Heydari
Programme Director