

***A new National
Portfolio for Anti-
Racism and the
Police Race Action
Plan***



**POLICE
RACE
ACTION
PLAN**

****S40(2)****





PRAP – Ops

Committee

The PRAP is now embedding into the structures of the Ops Committee



Key aims for the year

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

Building and supporting expertise in anti-racism both internal and external to policing to create real change



OFFICIAL



The Team

ACO ****S40(2)****

Superintendent

Analyst Capability

Business Support

Commissioned Services



**5 keys to
measuring Anti-
Racism**

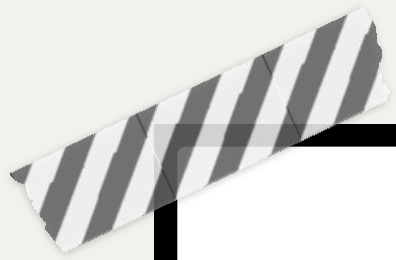
Areas for focus





2. Disproportionality in Stop and Search and Use of Force





**3. Black voices
in advice and
scrutiny**





4. *Adultification and Outcomes for Black Children*





**5. Self-Defined
Ethnicity
Recording**





The National Role Illuminating Risk – Strengthening Legitimacy

- The national role is to draw out themes, barriers, blockages and collate solutions to policing's specific challenges around becoming anti racist.
- The new post 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.





It's up to you...

- Each force is the master of their own culture change programme with support from me and a team of committed experienced race champions



A local ask...

- Please can forces provide and support a SPOC to engage and create a mechanism for them to influence force decision making.



The Moonshot



Support a diverse representative, workforce



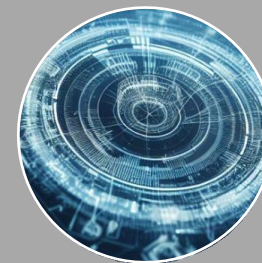
Eliminate disproportionality in treatment and outcomes



Listen to and believe the communities we serve



Eradicate disparities for children



Gather trusted and legitimate data

