

Improving policing for Black people

BRIEFING DOCUMENT - PRAP ACHIEVEMENTS 2021-2026

Date: 26 February 2026

Workstream 1 - Culture and Workforce

- Produced educational materials on Black history and its links to policing, including four digital digests and the *About Time Timeline*, shared nationally.
- College of Policing implemented national standards for mentoring and for recruitment, retention, and progression of underrepresented groups, supported by a catalogue and National Talent Management Strategy.
- Secured two major research projects (University of Portsmouth and Leeds Trinity) which are underway examining recruitment and retention of Black officers, including lived experiences of those staying, intending to leave, or who have left.
- Issued guidance on calculating and publishing ethnicity pay gaps, with forces required to produce action plans and address disparities.
- Developed and released guidance to Chief Constables to help ensure officers and staff have full access to local Black Police Associations and Race Equality Networks.
- Completed three waves of the *Our Black Workforce* survey, informing force-level action plans to address raised concerns.
- Created an internal stakeholder engagement group to strengthen staff network influence on NPCC programmes.
- Piloted behavioural-science interventions to support supervisors in tackling racism, sexism, and misogyny, with evaluation underway for national rollout.
- Secured inclusion of race-related hate crime within Operation Hampshire to support Black officers and staff facing racial victimisation.

Improving policing for Black people

- Secured agreement with the APCC on 10 scrutiny questions to ensure Chief Constables address disparities in disciplinary and misconduct processes and rebuild confidence among Black officers and staff - awaiting sign off by new PSD portfolio lead.
- Established a collaboration with University of Cambridge resulting in a workshop held to address racial bias risks linked to data, AI and digital technologies. Representatives from NPCC AI Portfolio, National Data Analytics Office, PDS, CPS, etc, and Black academic community members considered how these technologies may contribute to existing disparities, where risks may be overlooked, and what actions are needed to strengthen awareness and safeguards. A set of agreed next steps will now be incorporated into future PRAP delivery planning.

Workstream 2 - Use of Powers

- Published independent research on racial disparities in Taser use, with improvement recommendations in development.
- Updating national guidance and curriculum on police stops, forming the basis of continuous professional development for frontline officers, while continuing to lead reforms focused on reducing racial disparities, strengthening supervision, enhancing de-escalation and procedural justice, embedding trauma-informed practice, addressing adultification and safeguarding concerns, and improving the use of handcuffs; including a clear NPCC steer that the smell of cannabis alone is not sufficient grounds for a search.
- All forces now compliant in recording ethnicity data for traffic stops. Home Office have taken this as ADR (voluntary in 2026 and mandatory from 2027), fulfilling a Stephen Lawrence Inquiry recommendation.
- Reviewed police code of ethics and national curriculum to ensure consideration of cultural impact and community trauma in the use of police powers.

Improving policing for Black people

- Developed Data Ethics Authorised Professional Practice following public consultation (to be published later this year).
- Reviewed national guidance on use of force with promising practice across forces.
- Developed updated national guidance on body-worn video, with most forces now recording audio as well as video in pre-record mode.

Workstream 3 - Trust and Reconciliation

- Established a National Community Reference Group, predominantly of Black heritage, who continue to advise on PRAP activity and wider policing work.
- Conducted extensive research on independent advisory groups and new community-engagement approaches rooted in trauma and reconciliation.
- Developing pilot projects with forces to test restorative, trauma-informed community engagement models aimed at rebuilding trust and confidence among Black communities.
- Developing new national guidance on police transparency and public engagement, setting standards for information sharing, independent advice, accountability, and public scrutiny.
- Led the introduction of Internal Community Impact Assessments (ICIA) - during the Southport violence and establishment of Operation Navette Gold Group, PRAP identified that the impact on police staff was not being adequately recognised. PRAP proposed the creation of an Internal Community Impact Statement to ensure staff welfare and internal impacts were formally assessed. This proposal directly resulted in the adoption of ICIA's to better understand the impact of critical incidents.
- Established a strategic collaboration with the University of West London to develop fully funded PhD project aligned with the College of Policing and the Police Race Action Plan, enabling co-created research with real-world impact and supported through

Improving policing for Black people

Vice-Chancellor Scholarships beginning in September 2026. The project will be advertised nationally and internationally.

Workstream 4 - Safety and Victimisation

- Completed analysis of how different crime types disproportionately impact Black communities, supporting national improvements to ethnicity data recording and work with wider criminal justice partners.
 - Undertook a major programme with forces and charities to improve responses to missing Black people, including peer-to-peer discussions between Black executives and senior officers. Guidance on 'how-to' has been published.
 - Collaborated with national policing leads on VAWG, criminal justice, mental health, and hate crime to improve outcomes and experiences for Black communities.
 - Gathered and published evidence for a review of adultification bias to ensure Black children are not treated as adults in criminal justice interactions.
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