

# Police Race Action Plan

Coronation  
House

Chief Constables Council update  
March 2026



# Police Race Action Plan

- Force visits – 40 completed in person by the programme team
- International knowledge sharing through Dutch police and European Commission
- Meetings with the policing minister and Baroness Doreen Lawrence
- Home Office commitment to publish PRAP metrics in the police performance framework
- Maturity matrix – policing minister commitment to review force submissions
- Leadership Commission engagement
- Shaped APCC equality framework for PCC and deputy mayor scrutiny
- Developing detailed proposals for future independent scrutiny and advice
- PRAP to sit within NPCC Operations Committee
- NPCC committees briefed on transition of remaining PRAP actions and activities
- Ongoing work of CPS Joint Race Disproportionality Board including joint leadership conference



# What has been delivered

**Culture and workforce** – educational products on Black History, Our Black Workforce survey, ethnicity pay gap guidance, cross-force mentoring programme, Operation Hampshire race hate crime

**Powers and procedures** – Body worn video guidance, Taser research and recommendations, ethnicity recording in road traffic stops, stop and search practice review

**Trust and reconciliation** – Set up community reference group, research into independent advisory groups

**Safety and victimisation** – Peer to peer conversations between Black executives and chief officers, research and stakeholder partnerships around Black missing people, violence against women and girls and adultification

**Collection of more than 200 national, local and academic initiatives available online**



# College of Policing update

For Observation

## Four-year research stocktake

### Evidence summaries

- [Trauma, reconciliation and restorative practice in policing](#)
- [Adultification and adultification bias](#)
- [From estimating to explaining and eliminating ethnic disproportionality in stop and search](#)

### Exploratory research projects

- [Taser and Social, Ethnic and Racial Disparities \(TASERD\) research programme](#)
- [Our Black Workforce Survey wave three findings](#)
- Unintended consequences of being stopped as a teenager ([College report](#) and [journal article](#))
- [Independent advisory groups and scrutiny panels in policing](#)



### Evaluations

- [Evaluation of Professional Conversations inter-ethnic peer networking scheme](#)
- Evaluation of scenario-based conflict management training ([report](#) and [journal article](#))

### Other deliverables

- [PRAP outcome framework](#)
- [Police Anti-Racism Commitment](#)
- Two PhD studentships at LSE on racial disparities in the use of police powers

### Ongoing work

- [Evaluation of the Leading Inclusive Teams pilot](#)
- [Evaluation of AI-enhanced supervision of stop and search](#)
- Research on the impact of stop and search on teenage offending and mental health
- National police workforce survey
- Public trust and confidence survey

# Anti-Racism and the PRAP portfolio – ACO Anita Grant

- Focus to consolidate and embed the learning of the past five years of PRAP
- Drawing out themes, barriers and blockages whilst collating solutions to policing's challenges around becoming anti-racist
- Aim to support chief officers, streamlining culture change in relation to interactions with people of Black heritage in the UK
- The portfolio will focus 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



# Anti-Racism and the PRAP portfolio – ACO Anita Grant

Portfolio will be made up of a Superintendent and a Business Support Officer, as well as some analytical capability and some commissioned services

Team will work towards the key aims of:

- Ensuring we have an educated, representative workforce
- Eliminating disproportionality in our use of powers
- Listening to all of the communities we serve
- Highlighting and removing disparities for Black children
- Gathering trusted reliable data

