

Rt Hon Yvette Cooper MP
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Dear Ms Cooper,

Could I first of all congratulate you on your re-election as Chair of the Home Affairs Select Committee. I hope that you and your colleagues are keeping well in these difficult times.

I understand you have re-commenced your scrutiny of the Macpherson Inquiry recommendations, and with that in mind I thought you might welcome an update on the work we have done in relation to recording the ethnicity of police officers and staff subject to IOPC investigations.

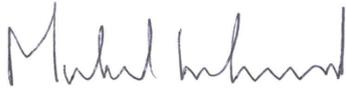
We have been working on this matter since I appeared before the Committee last year. This has involved us satisfying ourselves of the legal authority under GDPR to collect and process this data, as well as making the relevant ICT and process changes required internally to facilitate its capture.

I am pleased to confirm that for IOPC independent and directed investigations begun after 1 June 2020, we will be asking all officers and staff who are a subject in an investigation to provide their self-defined ethnicity. We had intended to commence this on 1 April 2020, but in view of the challenges presented by the Coronavirus outbreak, we have made the decision to delay implementation by two months. I am disappointed not to be able to bring this on board sooner but consider this the right decision in view of other pressures that our organisation, as well as wider policing are currently facing.

As I am sure you will be aware, police officers and staff cannot be required to provide this information to us but I hope that many will, which will enable us in the future to help provide assurance that IOPC processes are not disproportionately affecting black and minority ethnic officers.

I hope this is a helpful update for the Committee. If you require any further information or if it would help to have a discussion more generally then I am very happy to arrange that.

Yours sincerely

A handwritten signature in black ink, appearing to read "Michael Lockwood". The signature is written in a cursive style with a large initial 'M' and a long, sweeping underline.

Michael Lockwood
Director General
Independent Office for Police Conduct (IOPC)