



House of Commons
Home Affairs Committee

**The Macpherson
Report: twenty-two
years on: Government
Response to the
Committee's Third
Report of Session
2021–22**

**First Special Report of Session
2022–23**

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Home Affairs Committee

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You can follow the Committee on Twitter using [@CommonsHomeAffs](https://twitter.com/CommonsHomeAffs).

First Special Report

The Home Affairs Committee published its Third Report of Session 2021–22, [The Macpherson Report: twenty-two years on](#) (HC 139), on 30 July 2021. The Government's response was received on 17 May 2022 and is appended to this report as Appendix 2.

In the Government response the Committee's recommendations are shown in **bold italic** type; the Government's response is shown in plain type.

Appendix 1: Letter from the Home Secretary, 17 May 2022

Government response to 'The Macpherson Report: Twenty-two years on'

The Macpherson Report left an indelible mark on policing following the terrible murder of Stephen Lawrence.

Over the past two decades, since the report's publication, significant progress has been made to address Sir William Macpherson's findings. As a result, our police are more diverse than ever before, forces have worked hard to improve community engagement, and we have seen major improvements in the way the police deal with racist motivated crimes. But we know there is more work to be done and recognise the need to aim for continuous improvements across policing.

The Home Office welcomes the Home Affairs Committee's work to gather evidence on this progress and your report recognises that important improvements have taken place in policing. The report also acknowledges that there is more to be done to improve the trust and confidence from black groups across policing and the wider criminal justice system.

The Government response to the independent Commission on Race and Ethnic Disparities (CRED), *Inclusive Britain*, sets out over 70 actions to level up the country and to close the gaps between different groups across education, health, employment, policing and the criminal justice system.

It is critical that we maintain public trust in policing and as part of the *Inclusive Britain* response, the Home Office, with policing partners, will deliver a series of measures to improve accountability and tackle disparities. These include the development of a new, national framework for how the use of police powers are scrutinised at a local level, removing unnecessary barriers that prevent increased use of body-worn video, and countering serious violent crime, which disproportionately affects some ethnic minority groups, by bringing into force the Serious Violence Duty.

I thank you and members of the Home Affairs Committee for your patience to allow *Inclusive Britain* and accompanying actions to be published. This permitted for the Home Office to incorporate those actions and provide a more comprehensive response to your report, a copy of which I enclose here.

We must be honest that there is much more work to be done across policing to reassure the public and keep people safe. Our response to you today outlines our commitment to work with policing leaders to continue to drive forward the essential work needed to improve trust and confidence across all communities.

Rt Hon Priti Patel MP

Appendix 2: Government Response

Introduction

The Macpherson Report left an indelible mark on policing. Over the past two decades, since the report's publication, significant progress has been made to address Sir William Macpherson's findings. As a result, the way the police approach racially motivated crimes has changed beyond recognition since the terrible murder of Stephen Lawrence in 1993.

Over the past few years, this Government has built on that progress. Police accountability has been strengthened with the reforms introduced to the police discipline and complaints systems in 2020 and significant improvements have been made to Home Office data collections to enable greater scrutiny of police activity broken down by ethnic group. Most significantly, the Government has made attracting more officers from a wide range of ethnic and socio-economic backgrounds a core ambition of its drive to recruit an extra 20,000 officers.

The Home Office welcomes the Home Affairs Committee's work to gather evidence on this progress and its report recognises that important improvements have taken place in policing. We also acknowledge that there is more to be done to improve the trust and confidence in policing from black and ethnic minority groups, and across all communities.

The Government published its response to the report by the independent Commission on Race and Ethnic Disparities ('CRED'). The Government's response to the CRED's findings, *Inclusive Britain*,¹ sets out a ground-breaking action plan to tackle negative disparities, promote unity and build a fairer Britain for all.

The CRED report made 24 recommendations. The Government have considered and responded in detail to each one. In some cases, we have gone further than the report envisaged, to ensure that our action plan is as wide-reaching as possible and builds a fairer and more inclusive society in the long-term.

Both reports made recommendations on the same issues, including recruitment and the use of police powers.

We thank the Home Affairs Committee for their patience in awaiting the *Inclusive Britain* response published on 17 March 2022. This allowed the Home Office to provide a more full and detailed account of the important issues raised by the Committee.

It is critical that we maintain public confidence in policing and as part of the *Inclusive Britain* response, the Home Office, with policing partners, will deliver a series of measures to improve accountability and tackle negative disparities.

The Government recently updated how we write about ethnicity, including words we use and avoid, and how we describe ethnic minorities and different ethnic groups.² We no longer use the term BME or BAME but will do so in this response to reflect the terminology in the conclusions and recommendations of the report. We do not use the terms BAME (black, Asian and minority ethnic) and BME (black and minority ethnic) because they

1 [Writing about ethnicity – GOV.UK \(ethnicity-facts-figures.service.gov.uk\)](https://www.ethnicity-facts-figures.service.gov.uk)

2 [Inclusive Britain: government response to the Commission on Race and Ethnic Disparities \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

emphasise certain ethnic minority groups (Asian and black) and exclude others (mixed, other and white ethnic minority groups). The terms can also mask disparities between different ethnic groups and create misleading interpretations of data.

This document sets out our response to the key findings of the Home Affairs Committee's report and addresses the recommendations made for the Home Office.

Confidence in policing among BME communities

Replied together

The Home Office and National Police Chiefs' Council must ensure that confidence data is gathered and regularly published for all forces so that their communities and Police and Crime Commissioners can hold them to account, with further targeted qualitative work by forces to assess confidence levels in areas with smaller BME communities. Following the example set by MOPAC and the Metropolitan Police, survey results should be made publicly available on force websites in an easily accessible format.

The Home Office and the National Policing Board should monitor the confidence gap in each force and should set out each year what action is being taken nationally to ensure that confidence among BME communities increases in order to restore legitimacy.

Government Response

All communities should have confidence in the police. The police's ability to fulfil its duties is dependent on its capacity to secure and maintain public trust and support for their actions, as part of the model of policing by consent. The Home Office agrees with the Committee on the need to monitor trust and confidence in policing both nationally and at a local level.

The Home Office and policing partners place great importance on the regular collection, monitoring and evaluation of a range of data broken down by ethnicity. This is not just limited to information on trust in the police but also includes data on, for example, the use of police powers, complaints and misconduct, recruitment, vetting, and victims' services. The National Policing Board, chaired by the Home Secretary, has also established four strategic policing priorities where we want to see improvement in policing—importantly, this includes being trusted by the public to work together across the policing sector. The Home Secretary uses the Board and its sub-governance to hold the sector to account for delivery of these priorities and to ensure we are collectively delivering what matters to the public.

Ethnicity data is central to effective policing and policymaking, ensuring we can understand the impacts of the policies we design and to help us mitigate disproportionate impacts. The Government has made improvements in the way it collects and uses this data in recent years, including on stop and search and community confidence, where it uses various sources such as the Crime Survey for England and Wales, internal polling, and data from forces. The Home Office, with policing partners, will continue to explore how we can improve recording and the quality of data across policing, such as collating more granular ethnicity data, improving the use of qualitative data and reducing levels of missing ethnicity information.

Inclusive Britain also sets out a series of actions in relation to reporting responsibly on race, using data effectively and also specifically on improving the way data is reported in relation to stop and search.

Alongside the publication of the Beating Crime Plan, the Government announced Part 2 of the Home Office's review into the role of Police and Crime Commissioners (PCCs). The conclusions of Part 2 were published on 7 March 2022 with a focus on scrutiny of the PCC model and ensuring PCCs have the tools and levers they need to better equip them to fight crime. The role of PCCs in securing and maintaining public confidence in policing and tackling crime was one of the key areas examined, leading to a recommendation that involves amending core PCC Guidance to reflect PCCs' role in securing and maintaining public confidence and how PCCs should reach out and engage diverse communities in order to close the confidence gap. A further recommendation was also identified for the College of Policing to work with the Association of Police and Crime Commissioners (APCC) to ascertain what works in building public confidence and engaging communities.

The Home Office will continue to work with bodies such as the National Police Chiefs' Council (NPCC) and the Association of Police and Crime Commissioners (APCC) to consider how best to support forces in collating data on confidence and making this publicly available. We also support the use of data in better informing leaders, such as PCCs, with the information needed to hold forces to account. Part 2 of the PCC Review outlined a set of recommendations to improve PCC's ability to access and interpret data to better understand how effectively and efficiently their police force is operating within the wider criminal justice landscape.

The policing landscape continues to change, and so the Home Office will continue to work with policing partners on how best to consider community confidence against trends in data and set out what action is being taken across policing in England and Wales. The Home Office will work with our policing partners to deliver these recommendations.

Racist incidents and victims of crime

Replied together

Twenty-eight years on from the racist murder of Stephen Lawrence, the Home Office and the NPCC need to ensure that the police today are taking clear action to support the victims of racist crimes properly.

We are concerned that the police once again lack the information and data they need to address these issues properly. More public information is needed on race hate crimes, the impact on different communities and the experiences of victims.

The Home Office must commission research into the reasons behind lower levels of confidence among hate crime victims and ensure that figures on the victims can be broken down by monitored hate crime strand.

Police forces also must improve the recording of hate crime offences so that data is accurate and consistent and must collect better information on the victims of hate crime.

We call on the Government to work with police forces to implement the disaggregation of race hate crime so as to be able to publish results in the Home Office's hate crime statistics release for 2022–23.

Alongside the legislative and regulatory proposals that the Government is developing for social media companies, the Home Office and National Police Chiefs' Council should draw up a new strategy for policing hate crime online including identifying the skills, training and digital infrastructure that police forces urgently need.

Government Response

Any hate crime is unacceptable, and we are committed to tackling it. That is why we published the Hate Crime Action Plan in 2016 and refreshed it in 2018. This has helped improve the police response to, and public awareness of, all forms of hate crime.

To improve understanding of what hate crimes are, the Government rolled out a communications campaign in October 2018 which ran for four weeks and was repeated in 2019. The campaign objectives were created in conjunction with civil society partners and the Crown Prosecution Service and aimed to increase awareness and understanding of what constitutes a hate crime, particularly the many types of offences which often people, including victims, do not recognise as criminal, such as many forms of online and verbal abuse. It also aimed to demonstrate to the public and reassure targeted groups that Government takes this behaviour seriously.

Increases in police-recorded hate crime has been partly driven by general improvements in crime recording, better identification of what constitutes a hate crime by the police and increased willingness amongst victims to come forward. This reflects the hard work that has gone in to ensuring police can target their resources and understand the scale of the challenge, and that victims get the support they need.

The Government has created a comprehensive system of reporting and recording of all crimes targeting race, religion, sexual orientation, disability and transgender identity. The Home Office began collecting information on the ethnicity of victims of race hate crimes in April 2021 and we plan to publish data in due course.

The Home Office recognises the importance of disaggregating data on hate crime to enable a clearer picture of victims and to better direct support services. We therefore asked police forces to use consistent standards for disaggregating hate crimes by ethnicity from 1 April 2021. It is now mandatory for police forces to record the ethnicity of victims of racially or religiously aggravated offences.

This is part of the Government's efforts to improve its understanding of all hate crimes and builds on the successful disaggregation of religious hate crimes under the last Action Plan. However, Chief Constables are ultimately responsible for the quality of data for their respective forces. We welcome and encourage improvements made by forces on data quality. Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services also provide a vital role in assessing police forces' understanding and response to hate crime.

Good progress has been made, but the Government recognises that more needs to be done to support victims and tackle hate crime. To address this going forward, we will shortly publish a new strategy for tackling hate crime, setting out our commitment to stamping

out these abhorrent crimes. We will be putting victims at the heart of this new strategy, which will aim to increase public knowledge, confidence, and awareness to report hate crime, and to increase public confidence and victim satisfaction in the criminal justice response to these crimes. The strategy will also focus on tackling online hate crime. In addition, following the racist abuse directed at some England players after the European Championship (Euro 2020) final, we committed to extending the use of Football Banning Orders so that online abusers can be banned from stadiums for up to 10 years, in the same way that violent thugs are barred from grounds.

We also fund the Police Online Hate Crime Hub to improve the police response to victims of online hate crime and help police forces coordinate investigations. The Hub allows the public to report any online abuse through a single online portal, known as True Vision and, where a jurisdiction can be identified, it is passed to the relevant force. Where this is not possible (e.g. because a perpetrator cannot be identified), the Hub also directs support to victims.

Operation Modify forms part of the Digital Intelligence and Investigations programme funded by the Home Office and delivered by the College of Policing (College). Operation Modify is an interactive learning experience designed to help police officers and staff acquire the digital skills needed to undertake investigations effectively. The episodes follow the events of an initial incident. It allows users to investigate and uncover digital evidence, prompting them to use their digital knowledge and skills to solve the crime. This includes training on digital forensics, internet intelligence and investigations and supporting victims of digital crimes.

The police response to a victim of crime must never be influenced by assumptions based on their ethnicity, or racial stereotyping. The Home Office and National Police Chiefs' Council must work with the Victims Commissioner to commission research into the experience of BME victims of crime and they must set out a specific plan of action to ensure there is proper support for BME victims of crime.

Government Response

As part of its commitment to better understand and challenge racial disparity in the criminal justice system, the Ministry of Justice has developed guidance for commissioners, including Police and Crime Commissioners, around effectively supporting ethnic minority victims through the local support services they commission.

The guidance aims to improve the effectiveness of services, and the level of engagement between victim support services and ethnic minority victims. It is structured around three quality standards: understanding needs; addressing barriers; and raising awareness. The Government has ensured that key stakeholders have fed into the development of the guidance so that it meets the needs of victims.

As committed to in the Beating Crime Plan, the Home Office is exploring ways to better understand victims' experiences of policing in order to drive excellence in the service provided. This work includes a particular focus on the experiences of victims from ethnic minority backgrounds. We will continue to engage with the Victims Commissioner as we take this forward.

The Government is also continuing to address the complex reasons why some groups, including some ethnic minorities, are more likely to be victims of crime.

Recruitment and progression of BME officers and staff

Replied together

The Home Office must set out a new framework and strategy to increase BME recruitment and ensure that all forces commit to action, not just some.

We recommend that the Government agrees minimum targets for the recruitment of BME officers with each constabulary reflecting the respective composition of its local population, in order to achieve at least 14% of officers nationally by 2030.

These should include immediate targets for this year's new BME recruitment to reflect the proportion of BME residents in the local community as well as longer term targets for representation across the force.

A national strategy should be drawn up by the National Policing Board drawing together the Home Secretary, the NPCC and other policing organisations, setting out a clear plan with a timeline, rigorous scrutiny on progress and remedial measures for failure to achieve these targets.

The Home Secretary must also set clear, measurable race equality objectives for individual police forces in relation to ethnic diversity, retention and progression, performance against which should be reported annually.

We recommend that the Association of Police and Crime Commissioners works with Police and Crime Commissioners (PCCs) to enable force level comparison, and shared learning from different PCCs' approaches to addressing race equality in recruitment to the police service.

Government Response

Police forces should be striving to become more representative of the communities they serve. The policing sector recognises the long-standing challenge that recruiting a more diverse and representative police service presents and has made this ambition clear, including through the most senior board, the National Policing Board's strategic policing priorities.

The current unprecedented recruitment drive through the Police Uplift Programme (PUP) is a once-in-a-generation opportunity to make progress on representation and we have ensured that there is now a comprehensive programme of work being delivered, working with all 43 forces. The Police Uplift Programme is supporting forces with a variety of attraction and recruitment strategies, whilst delivering a national campaign that has been designed to reach diverse audiences. Sharing best practice, engagement with police staff associations, upskilling recruitment teams and enhanced data capture are just some of the efforts being made to improve police diversity.

The National Audit Office (NAO) recently published a Value for Money report on the Police Uplift Programme. We are pleased to see that it recognises the programme is being managed well and is on course to deliver value for money, and the useful areas highlighted through the recommendations.

Police forces must decide which tactical options to deploy based on their own barriers and solutions to meet diversity challenges, however the programme has significantly enhanced the support offered across five critical strands of activity—Access, Data, Attraction, Processes and Trust.

Access: connecting the police to communities that feel distanced from policing or have never considered a career in policing.

The Police Uplift Programme hosted a series of positive action events and webinars in January 2021, aimed at encouraging groups with particular protected characteristics to join by engaging with police staff associations and serving officers.

It has also supported the development of a widening access course to enable those changing careers and those without formal qualifications to meet entry requirements for policing with a pre-application qualification.

The campaign's 'joiningthepolice' website promotes inclusivity in policing, with advice on the recruitment process and on positive action, and dedicated pages for national staff support associations representing different groups in policing.

The Police Uplift Programme has also invested in these associations' own online presences to ensure that they can maximise the opportunity to engage positively with those who visit their websites.

Data: improving insight and understanding through data collection and analysis.

The Police Uplift Programme has been clear that better data is needed to fully understand the barriers that exist, from attraction through to recruitment and retention. Thanks to the Police Uplift Programme, new and improved data is in place nationally to track progress and bring forces to account through the scrutiny processes, both at the National Policing Board and through PCCs and Chief Constables.

The Police Uplift Programme has transformed the collection and understanding of national data on police recruitment. This has been fundamental in supporting process improvements, many of which have a clear goal of increasing representation; for example, ensuring vetting is not presenting a disproportionate barrier to some groups. The Home Office now publishes national recruitment data on a quarterly basis, and the Police Uplift Programme shares management information with forces monthly to enable the Programme and forces to understand pipelines and the success of attraction strategies.

Better data has also enabled the Police Uplift Programme to support forces through the development of detailed data dashboards benchmarking progress against the proportion of the local community from an ethnic minority background. Allied to the Programme's dedicated workstream, which uses subject matter experts from forces, this enables bespoke support to be provided where needed.

Internal campaigns within policing also encourage more officers to declare their demographic details and further improve our understanding through better data. Exit interviews now include the collection of more detailed data on diversity, service profile, rank, diversity and reason for leaving, to help forces understand retention.

Attraction: diversifying our reach to communities and supporting local activity.

The national Police Uplift communications campaign targets underrepresented groups and features across a range of marketing channels to reach people from different backgrounds via multicultural marketing channels.

Audience segmentation is being used to provide policing with a greater understanding of the barriers and motivations that exist for specific groups within the population, identifying where targeted communications can have the most impact to expand the pool of potential recruits.

The campaign uses research and insights from across policing and beyond into the motivations and barriers that potential candidates from under-represented communities experience. The Programme has designed a national campaign that seeks to highlight the attributes of policing that attract people to join, such as helping the community, making a positive difference, and the strong teamwork that supports officers on the beat in challenging situations.

To ensure all forces are supported in attraction at a local level, the Programme has provided comprehensive partner packs to every force to support the campaign and has run dedicated events for force communication professionals across the country.

This Government has also been bold in engaging in conversations that we know under-represented groups want to hear, for example through our ground-breaking partnership with Channel 4. The reaction to this from both policing and the public has been overwhelmingly positive and the honesty this package has conveyed about issues in policing has been welcomed, for example on the reaction from friends and family to those who choose to join the police.

The Programme has directly invested in police staff associations by helping to improve their online presences and co-create new content and materials.

Staff associations are critical partners in the Police Uplift Programme and form part of the programme its governance through the Stakeholder Board chaired by the NPCC Coordination Committee Chair for Diversity, Equality and Inclusion. This allows staff associations to share views on a two-way exchange on developing work in the programme and the lived experience of their representatives who can help influence products.

Process: The programme has also proactively tackled disproportionately in the recruitment process.

As a response to the COVID-19 pandemic and in order to maintain recruitment pipelines, the College launched an Online Assessment Process (OAP) that enabled recruitment to continue. This national system enables the capture of data on the success rates of candidates from different groups at a national and force level. Data shows that the OAP has an improved comparative pass rate between white candidates and those from an ethnic minority background, while importantly maintaining standards.

The programme has made improvements to the College OAP to minimise any differential results between candidate groups. Through this new OAP, the College has a rich national data set to evaluate disproportionality in the recruitment process. The College has also launched a standard national application form to ensure consistency across forces that is free of bias.

A new Adverse Impact Ratio tool has been developed by the College and shared with all forces to assess comparative success rates between groups of candidates. The Programme supported the College in the delivery of training to ensure all forces could use this tool, which allows all forces to evaluate every stage in the recruitment process.

It is important to note that we are not complacent and will continue to strive towards complete parity between groups at assessment centre. The College has conducted thorough evaluations of the OAP and initiated further work to reduce disproportionality, for example producing guidance for forces around pre-sift processes. Further, work is also underway to pilot a new approach to assessing candidates' potential, working with the Metropolitan Police Service (MPS) and other forces who are feeding into the design of the pilot, which again seeks to challenge the existing processes and create an assessment that can deliver full parity of outcome between groups. Subject to trialling and evaluation, the College will take a view on its place in the future assessment landscape.

Trust: building understanding and relationships further to improve the campaign and its impact, both internally in forces and externally with communities.

Building upon a fully inclusive campaign, the Police Uplift Programme has developed advocacy from beyond serving officers, such as videos showcasing the support and sense of pride friends and family have of officers in the family.

The programme of work focused on diversity is starting to deliver results. There are now more ethnic minority police officers than ever before and for the first time there are more than 11,000 ethnic minority police officers across forces in England and Wales. The latest Police Uplift publication shows that to 31 March 2022 there are now 11,172 officers from ethnic minority backgrounds in total. This number represents 8.1% of all officers, which is the highest proportion on record—an increase from only 3.9% in 2007.

The Police Uplift Programme has a well-established governance structure which allows for meaningful and regular engagement with the College and the NPCC, forces, staff associations and staff networks to influence the national campaign and also rapidly share best practice and learning. Ministers have written to forces to highlight where progress has been made in increasing representation and have challenged others to improve, focusing on the data captured via the Programme. The Home Secretary regularly discusses police diversity with sector leaders, including at the National Policing Board where the Police Uplift Programme update remains a standing item.

The Government does not agree that the setting of diversity recruitment targets is the right lever to support all forces in improving recruitment and retention practices. Each police force area has its own local population demographics, which vary across England and Wales, and each force should be striving to be representative of the communities it serves. Progress in terms of forces becoming more representative of the communities they

serve is a central objective of the Police Uplift Programme, however, targets have not been set for forces as part of the Police Uplift Programme or the wider Home Office outcomes framework.

The Government is clear that each force should seek to recruit at representative levels compared to the local ethnic minority population in its force area, with the long-term goal of a representative police officer workforce. Through the Programme we are supporting efforts to achieve the diverse police workforce that our communities need more quickly by coordinating efforts between the Government and the police, not only to attract more diverse candidates into policing, but to ensure policing is a career in which all can thrive.

Ultimately, any strategy or policy regarding inclusivity requires implementation by senior officers across all forces. Leadership is critical to ensure that modern policing offers an inclusive workplace and encourages critical thinking at all levels when seeking to address complex problems in the community, including those of perceived or actual race inequalities, both within a force and in the communities that they serve. The College is developing a national leadership centre to develop standards and a curriculum on leadership for all ranks, beginning with sergeants. This is designed to enhance the line management support provided to officers—research, including the findings of the 2018 Front Line Review, has shown that the first line manager role and support is critical to building and sustaining an inclusive culture for all in policing.

Senior leadership is also being demonstrated by the NPCC and the College by providing a coordinated effort across policing. Both the Police Uplift Programme and policing partners have the commitment of all police forces and represent ongoing efforts to deliver more representative police forces.

The Government believes that the existing framework, which has the full support and commitment of policing through existing governance structures, is the most effective way of addressing this challenge and driving change.

Upon the conclusion of the Police Uplift, we agree that a mechanism for continued oversight and scrutiny of business-as-usual recruitment and retention activity will be an important element in maintaining focus and building on progress in this area.

Replied together

All forces must do far more to use the positive action provisions of the Equality Act 2010 to develop targeted recruitment campaigns, mentoring and support.

The evidence from forces which do use a positive action approach demonstrates that forces should be able to achieve their targets using tried and tested positive action measures. Given the success these forces have had, we believe that chief officer teams should be required to use the positive action tools available to them and made accountable for their progress.

We heard concerns raised by the Metropolitan Police that some of the Equality Act provisions cannot be applied in the same way to large volume recruitments of the kind that police forces undertake and that temporary changes to the legal framework are needed in order to make rapid progress during the current recruitment uplift.

We recommend the Home Office urgently investigate the feasibility of the Commissioner's proposal and reports the outcome of this investigation to us at the first opportunity.

The Home Office should also work with the Law Commission on measures which might be considered where forces can show that tried and tested positive action measures have not successfully addressed historic underrepresentation, and where such additional measures might be required in order to sustain local legitimacy. This should include examining the Metropolitan Police proposal or other approaches, for example to broaden the tie breaker provisions so they can be more easily applied to larger recruitment processes—not just to individual appointments—or other ways to allow forces to give priority to suitably qualified BME candidates as, for example, attempted by Cheshire Police in 2017. Furthermore whether the proposal by Dame Cressida Dick is deemed feasible or not, we recommend that the Home Office affirms to forces that it wishes to see more progress against these measures and that Chief Constables and their senior officer teams will be held accountable for their success or failure in achieving representative recruitment.

Government Response

The Government has been clear that police forces should be using the positive action provisions of the Equality Act 2010 to increase representation in policing. The College issued updated guidance on this in March 2020. Many forces are using these provisions, and some are seeking to test their boundaries to make full use of the opportunities they provide. Inclusive Britain also includes an action for the Government Equalities Office to draft new updated guidance on positive action by the end of this year.

During the current national recruitment campaign there has been investment through the Police Uplift Programme to build force capabilities within recruitment and communications teams, and in positive action practitioners. This includes:

- sharing insight work within communities and focusing on different ethnic groups to identify barriers to being attracted to a career in policing;
- developing guidance, toolkits and workshops on attraction and effective positive action strategies;
- providing a central repository of assets based on the insight for forces to tailor for local use;
- undertaking external review and support to improve force websites to incorporate good practice and frequently asked questions;
- undertaking peer reviews to share good practice;
- developing training for positive action practitioners;
- developing an adverse impact tool supported by workshops to understand relative success rates at each stage of the selection processes to inform positive action tactics to support specific sub-groups; and
- running Discovery Events, supported by good practice guides and assets, to help run online and face-to-face recruitment events.

The Home Office encourages forces to make best use of College guidance on the current legislative provisions to improve representation of currently under-represented groups, through positive action provisions contained within the Equality Act 2010.

Local decisions are a matter for individual Chief Constables and will depend on local circumstance to ensure compliance with the legal provisions. To support these decisions, guidance on the use of legislation (specifically Sections 149, 158 and 159 of the Equality Act 2010) has been developed by the NPCC Equality Diversity and Inclusion Coordination Committee and issued to Chief Constables in August 2021. This guidance supplements the College 2020 guidance.

Chief Constables are bound by Section 149 of the Equality Act 2010, the Public Sector Equality Duty provisions, which place a duty upon them to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between those who share different protected characteristics. The positive action provisions within the Equality Act 2010 are helpful tools in supporting the achievement of these aims.

The latest uplift data publication to March 2022 showed that 18 forces are recruiting in line with or in excess of their local ethnic minority populations. Notably, this includes Greater Manchester and Nottinghamshire police who, have recruited a proportion of ethnic minority recruits of 16.6% and 13.2% respectively, compared to their local ethnic minority populations of 16.2% and 11.2% (Census 2011). These forces demonstrate what can be achieved in some of the more ethnically diverse areas of England and Wales. The use of positive action provisions must be assessed on the basis of local circumstances however, and as such local decision making is a matter for individual Chief Constables and will depend on local context to ensure compliance with the legal provisions.

The Home Office is aware of proposals set out by the Commissioner in relation to amendments to section 159 of the Equality Act 2010. The proposals have been considered alongside wider consideration of the progress being made by forces in fully utilising all the positive action provisions available under the Equality Act 2010. At the present time Ministers believe that more evidence of the benefit of these proposals across policing would be required before a proposal to make temporary amendments to the Equality Act would be considered.

Replied together

Given the enduring nature of this problem a clear framework is needed for holding Chief Constables and police forces to account and ensuring that there is follow up action where forces do not make sufficient progress.

Progress against local targets must be assessed regularly by the Home Secretary, acting through the National Policing Board.

The Home Secretary has powers in legislation to require HMICFRS inspections where there are concerns about force operational performance on particular matters, and to require specified measures in the face of persistent failings.

Given the importance of representative recruitment to restoring legitimacy and confidence as well as the lack of progress on this issue over decades since the Macpherson report, we recommend that the Home Secretary use these powers where forces continue to fail to make sufficient progress on recruitment.

Where forces fall short of their target on new BME recruits after two years, HMICFRS should conduct detailed assessments and report to the Home Secretary and National Policing Board any forces which are still not demonstrating sufficient improvements, and the Home Secretary should use her powers to require the local policing body (the PCC/combined authority mayor) to take specified measures to address the concern.

Without clear action we fear that in ten years' time successors to our Committee will hear the very same arguments and evidence about recruitment and retention that have been rehearsed for over twenty years, and the effectiveness and legitimacy of the police service will be further undermined amongst those communities and interest groups the police have committed to work with and represent. The Home Secretary has described the police recruitment programme as a "once in a lifetime opportunity" to create a police service that represents the communities it serves. That opportunity must not go to waste.

Government Response

In July 2019, the Home Secretary set up the National Policing Board to bring partners together to provide strategic direction and strong national grip over the law enforcement system. The Board is chaired by the Home Secretary and is attended by the most senior policing leaders, including the Chair of the NPCC on behalf of Chief Constables in England and Wales. Through the National Policing Board, the Home Secretary holds the sector to account for delivery of key strategic policing priorities and to ensure the Government and policing are collectively delivering what matters to the public. This includes delivery of the Police Uplift Programme.

As a sub-board, the Police Uplift Programme Board provides a regular progress update to the National Policing Board, which often includes progress on diversity. The Police Uplift Programme Board also receives an update on performance at its bi-monthly meetings. This national-level governance provides strong strategic scrutiny of forces' progress.

The Police Uplift Programme publishes quarterly data on progress. This provides transparent data on the diversity of recruits since April 2020, when data reached sufficient quality for publication. Data is also used to produce monthly officer recruitment and attrition dashboards which are circulated to forces and PCCs.

Scrutiny is supported by data developments in a range of pre-employment processes. The programme successfully agreed standardised data for all protected characteristics, which is now being used to create richer, more useful data on a range of workforce areas. Using these data sets enables comparable data to be extracted on outcomes against all protected characteristics to assess any disproportionality.

The Minister of State for Crime, Policing and Probation, The Rt Hon Kit Malthouse MP, wrote to all PPCs and Chief Constables in March and October 2021 to reinforce the Government's commitment to recruiting an additional 20,000 police officers, the opportunity to build a more representative police officer workforce and the importance of

retention. This included the latest PUP data and progress towards greater diversity where forces in England and Wales have recruited over 13,500 additional officers as part of the PUP.

Across the service, 34.4% of officers are female and 8.1% of officers are from ethnic minority groups. Across new intakes since April 2020, 42.4% of new recruits are female and 11.7% of new recruits are from ethnic minority groups.

Partners across the policing system also have a role to play in ensuring scrutiny. Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) is a member of the Uplift Programme Board, and these links are being used to enable HMICFRS to make best use of new and improving data to drive improvements.

The core police efficiency, effectiveness and legitimacy (PEEL) question set for 2021–2023, on which the Home Office was consulted, includes assessing individual forces on how well they establish, develop and care for their workforce, including ensuring an ethical and inclusive working environment.

The Home Office will continue working with HMICFRS and other partners on the National Policing Board to assess and keep under review options, where necessary, for ensuring forces make progress on the recruitment and retention of ethnic minority officers and staff.

As part of the actions outlined in Inclusive Britain in relation to policing and the wider criminal justice system, the Minister of State for Levelling Up Communities and Equalities will report to Parliament in 12 months' time from the publication of the Inclusive Britain response.

Police misconduct and discipline

Replied together

We take some encouragement from the NPCC's national review into ethnic disparity in police misconduct and the work done by some individual forces to attempt to close the gap. The follow-up work from this review which has been reported to us in 2021 shows that the NPCC has recognised and accepts the need to prioritise correction of these failings. However, it is essential that progress is consistently monitored and reported transparently across all forces.

Progress in implementing the NPCC review recommendations should be subject to an HMICFRS audit after two years.

Government Response

The Government welcomes the progress made by the NPCC through the work of former Deputy Chief Constable Phil Cain and Chief Constable Craig Guildford. Their reports highlight both the positive work undertaken by forces to improve the proportionate handling of complaints and conduct allegations, but also the continued challenges to ensure that the system is fair for all. CC Guildford's report, which covers a broader data set, suggests an improving picture, indicative of supervisors responding positively to

the legislative changes introduced by the Government in February 2020. The report also demonstrates the importance of looking at more granular data, given that the national picture is disproportionately influenced by a smaller number of forces.

The Home Office is engaging closely with the NPCC, and other stakeholders, ensuring that concerns of disproportionality are being tackled head-on, both at National Complaints and Misconduct Working Group (NCMWG), but also locally within the framework of regional groups.

The Government is improving its collection of misconduct and criminal investigations data and the first data will be available in a new standalone publication in May. This data will be highly beneficial in monitoring future progress. For the first time we will be able to collect ethnicity data at several stages of the process: from initial assessments and referrals to the Reflective Practice Review Process, to case to answer determinations and disciplinary outcomes. This is critical to help understand exactly where in the system disproportionality exists and, crucially, how to focus efforts to tackle it.

Regular inspections of forces by HMICFRS are a critical tool in ensuring the effectiveness of forces and the Home Office would welcome future inspection of force Professional Standards Departments (PSDs). PSDs were last inspected in 2017, with the national findings publicly reported in the overarching PEEL legitimacy report. As a result of the Government's overhaul of the police complaints and discipline systems in 2020, it was agreed with the Home Office that HMICFRS would give forces time for those legislative changes to bed in, before they are re-inspected. The Home Office will continue to work closely with HMICFRS, and other policing stakeholders, when planning the specific terms of future inspections.

The NPCC should conduct a specific review into this issue [BME representation in PSDs] and report within a year.

Government response

As at 31 March 2021, 67.5% of forces had some ethnic minority representation within their PSDs. As at 31 March 2021, there were 113 full time equivalent police officers working under the Professional Standards subfunction who identified as a minority ethnicity, an increase on 80 recorded in 2020.

The Home Office and the NPCC do, however, recognise the risk of a lack of appropriate representation within a number of PSDs and we must not be complacent. Whilst this is not an issue unique to PSDs, the role these departments play in instilling public and staff confidence, changing the culture and maintaining standards across forces means that it is crucial that they work to be truly representative of the workforce. The NPCC are currently working across policing to ensure there is appropriate representation and involvement of ethnic minority officers in the decision-making process in the Professional Standards Departments.

The Government, and policing partners are encouraged that, from the latest national police workforce data, ethnic minority representation in PSDs has risen by 2 percentage points (rising to 9.8%) since 2020 and PSDs have a greater level of representation when compared against other measured policing disciplines. The NPCC Complaints and

Misconduct portfolio will review the latest workforce data at an individual force level and use the regional and national working group framework to encourage progress in forces where there is a poor level of ethnic minority representation in the PSD workforce.

Stop and search

Replied together

The Home Office, NPCC and APCC need to agree a clear action plan endorsed by the National Policing Board to ensure that all forces are following the HMICFRS recommendations [aimed at improving how stop and search is used].

We fully concur with the recent HMICFRS recommendation that, by December 2021, the Home Office should agree, nationally, a minimum standard for monitoring stop and search powers. This should include the recording and monitoring of the ethnicity of those who are subject to road traffic stops, as first recommended by Macpherson and his advisers over twenty-two years ago.

Too many forces are unable to explain the levels of racial disparities in their area and are still not engaging in serious attempts to monitor and explain or to change their approach.

All forces must ensure they now do so in line with the HMICFRS recommendations.

Government Response

The Government supports the police in their use of stop and search to tackle serious violence. That is why we have empowered over 9,000 more officers to authorise stop and search powers by piloting relaxation of voluntary restrictions on Section 60 ‘suspicionless’ stop and search and creating orders for known knife and offensive weapons carriers. Last year, stop and search removed almost 16,000 weapons and firearms from our streets and resulted in almost 81,000 arrests. Every weapon taken off the streets through stop and search is a potential life saved. Stop and search can also act as a deterrent by preventing offenders from carrying weapons because of the increased likelihood of being caught.

As the CRED report sets out, stop and search is a useful tactic. However, given the impact of these powers, it is important that they are used fairly and properly—and that their use is properly monitored. We recognise that more can be done to improve accountability and transparency about the use of these powers with the public.

The Home Office welcomes the ongoing work taking place by policing bodies and forces to implement HMICFRS recommendations, as well as the existing guidance and best practice examples to improve the way that stop and search is used that are already referenced in the College Authorised Professional Practice and the Association of Police and Crime Commissioners In-Focus Race Disparity report.

The NPCC has undertaken an initial review of forces’ implementation of recommendations made by HMICFRS in its 2021 report on the disproportionate use of police powers, which showed that the majority of forces have already implemented the recommendations or

have plans in place to do so. A follow-up survey of all forces is currently underway to establish in more detail the action forces have taken, their planned activity and their timelines for implementation.

Inclusive Britain sets out the Government's commitment to look carefully at strengthening the system of local community scrutiny of police decision-making, such as use of stop and search, and the value and use of body-worn video (BWV) in this process. We will explore how best to facilitate the sharing of BWV footage with local scrutiny panels, in order to improve the scrutiny of police decision-making and the understanding of legitimate police use of powers such as stop and search. This will feed into the development of a new framework for scrutinising use of police powers that will be in place by summer 2023. This framework will ensure that local scrutiny panels are independently led, reflect the diversity of the areas they represent and give police officers the confidence to use their powers with the backing of local communities.

We have also improved our data collection on stop and search, and now collect more data on this than ever before. We are continually looking to better understand disparities in stop and search and share this publicly in the interests of transparency.

On 18 November 2021, we published our regular annual statistical bulletin, *Police Powers and Procedures: Stop and search and arrests, England and Wales, year ending 31 March 2021*. We gathered data on both age and gender, and we were able to display specifically where and when crimes take place. Using this new data, we can create a clearer picture on how stop and search is used and how best to build on the existing trust and confidence held between the police and the community they serve.

We will continue to monitor these statistics at a national level, and we expect Police and Crime Commissioners to hold forces to account for their use of police powers and their wider response to HMICFRS recommendations.

Under section 163 (s.163) of the Road Traffic Act 1988, the driver of a vehicle is required to stop for an officer in uniform when requested to do so. The police may wish to stop a vehicle and speak to the driver for a number of reasons, including insurance or MOT. We are aware of concerns about a perceived disproportionality in the exercise of s.163 Road Traffic Act powers, especially as currently there is no requirement to collect data on the use of this power. A number of police forces, including the MPS, have undertaken a piloted collection of this data. Any final decision on introducing a requirement to collect data on the use of s.163 would benefit from considering the findings of these pilots, alongside consultation with the NPCC to explore the practicalities of the data collection.

Through our work in this area, we will continue to work closely with partners, including the NPCC, APCC and HMICFRS, to support them at a national level in their efforts to explore how best policing bodies and forces can take forward recommendations and ensure the delivery of a whole sector approach.

As part of the actions outlined in the Inclusive Britain report, we have committed, with policing partners, to consider a range of metrics for stop and search rates in order to identify and, where necessary, challenge disparities at police force area level. To be clear, a higher rate should not automatically be regarded as a problem, but the reasons should be transparent and explicable to local communities.

The lack of evidence available about the effectiveness of stop and search in reducing serious violence crime has contributed to scepticism about the basis for using the powers and therefore a lack of confidence in them.

The Home Office should fill this evidential gap by commissioning a fully independent and comprehensive research study of stop and search tactics to better inform policy decisions at a central and local level. That study should necessarily focus on, but not be limited to, the effect of different stop and search powers on levels of crime; locality type (urban, rural); the type of stop deployed; the grounds and find rate. We advise that any such study should be longitudinal in design to allow researchers to map and identify trends over time with the expectation that they share regular updates in the interests of transparency and public scrutiny.

Government Response

As outlined, there are immediate benefits of stop and search in tackling crime and keep people safe. The Office for National Statistics has also pointed to increased use of stop and search as a potential driver in the increase in recorded possession of weapons offences.

In order to increase our understanding of stop and search we have improved our data collection and now collect and publish more data on this than ever before. We are continually looking to better understand the effectiveness of stop and search and share this publicly in the interests of transparency.

On 18 November 2021, we published our regular annual statistical bulletin, Police Powers and Procedures: Stop and search and arrests, England and Wales, year ending 31 March 2021. For the first time, we collected record-level information on stop and search, meaning a single stop and search can be followed through to the outcome. This publication included new data on both age and gender of those stopped alongside ethnicity, and we were able to display specifically where and when crimes take place. Using this new data, we can create a clearer picture on how stop and search is used and how best to build on the existing trust and confidence held between the police and the community they serve.

We will continue to monitor and analyse these statistics at a national level. We expect forces to be able to explain their use of stop and search, including any disparities, to HMICFRS and the wider public, and we expect Police and Crime Commissioners to hold forces to account for their use of police powers and their wider response to HMICFRS recommendations.

Inclusive Britain sets out our commitment to give greater clarity and context to stop and search data to reassure the public about its use moving forward. We will improve the way this data is reported and enable more accurate comparisons to be made between different police force areas.

Given our enhanced data collection and actions outlined in Inclusive Britain, we believe that it is now important to focus on utilising data to drive action, encourage transparency and consider a range of metrics for stop and search rates in order to identify and where necessary, challenge disparities at a police force area level.

It is therefore important that we allow these actions outlined in Inclusive Britain to be implemented before we consider further commissioning research which would risk being outdated and ultimately not significantly increasing our understanding of how powers are used.

All forces must also put a proper system in place for conducting internal reviews of body worn video to ensure stop and searches are being carried out in line with College of Policing stop and search guidance.

All forces should ensure that in addition to their internal reviews of body worn video, they also put arrangements in place for external reviews of body worn video involving community representatives both to build confidence and ensure improvements are made.

Government Response

Body Worn Video (BWV) is a vital tool to improve accountability and transparency in policing. It allows greater scrutiny of interactions with the public, which both increases officer accountability for their conduct and protection for the officer. Over 80,000 cameras are now in use across all 43 forces. The Home Office asked the College to improve their stop and search guidance to cover BWV use, supervisory review and sharing of footage with scrutiny panels. This was published in July 2020 and since then most forces have adopted this guidance and are demonstrating best practice.

We understand that a number of forces conduct reviews of BWV internally and with their community scrutiny panels. Good practice is shared to ensure compliance with data protection legislation, and the College has updated their APP to reflect guidance on this. Forces have been innovative in using technology throughout the COVID-19 pandemic to ensure scrutiny has continued.

The Home Office supports increased scrutiny of BWV footage in stop and search encounters, and we will explore whether we could go further in applying this scrutiny to other police powers. As we set out in Inclusive Britain, we will identify and seek opportunities to remove unnecessary barriers that prevent use of BWV and will explore how best to facilitate the sharing of BWV footage with local scrutiny panels, in order to improve the scrutiny of police decision-making and improve the understanding of legitimate police use of powers such as stop and search. We will work with police forces that have best practice in this area to explore the full extent of what can be achieved and ensure that this best practise is shared. This will enable communities to see how officers in their forces behave and enable both individual and organisational feedback on good and poor performance.

As recommended by HMICFRS, forces should ensure officers and staff receive training on effective communication skills, in line with the National Policing Guidelines on Conflict Management; this should be provided in addition to existing training on conflict management and de-escalation.

Government Response

The Home Office agrees on the importance of training for police officers to ensure they have the practical skills to use powers legitimately and better interact with the communities

they serve, and welcomes the significant improvements made by policing bodies and forces in this area. Policing partners, including the College have developed a series of training and guidance packages, such as the recently published conflict management guidelines. These include learning materials in relation to stop and search that give officers the tools to better serve their communities and keep people safe. The College also has a strong focus on vulnerability and mental health guidance, where learning standards encourage a person-focused approach.

It is essential that officers are supported in accessing conflict management and de-escalation training. In September 2020, the College published national evidence-based guidelines for policing on conflict management, including de-escalation and negotiations skills. These are aimed at resolving conflict in everyday police-citizen encounters without using force by encouraging safer resolutions and therefore reducing the risks of assaults to the public and officers. This is supported by a one-day training package to build on the guidelines and provide further support to forces to reduce the likelihood of police officers needing to use force to resolve issues. This training is included in the new curriculum recommended by the Officer and Staff Safety Review. The Officer and Staff Safety Review, conducted by the College and published in 2020, assessed existing arrangements governing police officer and staff safety in England and Wales. The review presented recommendations designed to reduce the risk of police officers and staff being injured, assaulted or killed in the line of duty.

We have committed in Inclusive Britain to supporting the College and the National Police Chiefs' Council to review and deliver any necessary improvements to police officer training in de-escalation skills and conflict management in everyday police-citizen encounters, such as use of stop and search and use of force powers by autumn 2024. This will offer standardised training offer for officers which will ensure stop and search is not an unnecessarily hostile experience because of an officer's behaviour.

Use of police technologies and tools

Evidence of disproportionality must be carefully considered and presented transparently, with robust systems of independent oversight. Although the NPCC conducted a detailed analysis of the use of covid Fixed Penalty Notices by ethnicity during the first lockdown, in response to issues raised in the media and questions from this Committee, we note with concern that neither the NPCC nor the Home Office have published any further analysis of covid-19 enforcement by ethnicity during subsequent restrictions or lockdowns even though they know there is an unexplained racial disparity.

Leaving it to individual forces to follow up is not good enough, especially when the NPCC has pointed out that data analysis is more difficult at local level where smaller numbers are involved.

The NPCC and Home Office should be continuing to monitor the data to see whether the racial disparity persists, what the reasons are behind it, and what action may be needed to ensure that there is no unfairness or racial injustice in the use of new powers.

Government Response

The Government recognises concerns raised around disproportionality in the issuing of FPNs under the public health regulations in relation to Covid-19. The Government is also clear that nobody should be subject to police enforcement on the basis of race or any other protected characteristic.

The NPCC routinely publishes data on Fixed Penalty Notices (FPNs) issued under COVID-19 regulations. The data includes a breakdown of the percentage of COVID-19 FPNs issued to different demographic groups. These reports show there are disparities across gender, age group and ethnicity in the issuing of FPNs. However, the varied nature of policing in disparate local contexts makes drawing definitive conclusions about disproportionality or comparisons between force areas challenging.

As laid out in the Government's response to the Joint Committee on Human Rights' (JCHR) Fourteenth Report of Session 2019–21, The Government response to covid-19: fixed penalty notices, the NPCC has commissioned an independent analysis of FPNs issued to different demographic groups, the findings of which will be published in due course.

The NPCC has also committed to an action plan examining how it can improve diversity across forces, to improving community relations, and to focussing on the use of powers.

Throughout the pandemic, the Government has therefore conducted in-depth assessments of the impacts of proposed policies, including on groups with protected characteristics. These assessments helped to inform decision making. The Government also worked closely with policing partners to ensure that restrictions set out in the regulations were reasonably and lawfully enforced.

The Home Office, NPCC and College of Policing should work together to identify the range of new policing technologies or measures for which national race equality assessments should be done or where new research and data gathering is needed to anticipate, monitor or swiftly address unjustified race disparities.

Government Response

The Home Office continues to support the police to ensure they have the powers, tools and technology they need to support communities and tackle crime effectively. The public rightly expects the Government to support operational partners in making use of technology to tackle serious harm such as knife crime, rape and serious sexual assault, child sexual exploitation, terrorism, and other serious offences. The Home Office will therefore back and empower the police to use new technologies to tackle crime in a way that maintains public trust.

As part of this commitment, it is vital that there are processes and governance in place to ensure that new technology is used fairly and proportionately. The Home Office supported the appointment of the National Policing Chief Scientific Advisor, Professor Paul Taylor (CSA), who took up post in June 2021, because ensuring that all technological developments in policing are based on good evidence and the best understanding of science is crucial. Professor Taylor chairs a police science and technology investment board, which demands rigorous quality assurance of all proposals. Professor Taylor is

also represented on the relevant NPCC committees and is developing national research and development guidance with the College. The Home Office also supports the adoption of artificial intelligence procurement guidance produced by the Government Office for Artificial Intelligence and, more broadly, the principles of open science. Inclusive Britain also sets out a series of concrete actions across Government and the wider sector to harness Artificial Intelligence for an inclusive future.

The Home Office will work with the NPCC, the College and the police to support the development of a national ethics framework for policing. The Home Office expects this framework to underpin the need for high-quality impact assessments and be applied to all new applications of technology and data processing intended to support operational decisions that have significant implications for individuals.

The way in which people lead their lives is becoming increasingly digital and this is changing society, criminality, and the communities policing serves. The Government will support innovation to confront ever more sophisticated criminality, protect people from harm and enable police to work effectively and efficiently in a rapidly changing world.

Racism and the police twenty-two years on

Replied together with

We recommend that training involves an explicit focus on anti-racism which should include examining racial disparities and seeking to reduce differences in experience and outcomes by racial and ethnic group.

We would like to see consistency in the quality and content of training delivered at a local and service wide level. To this end we recommend a comprehensive review and overhaul of training on racism, diversity and equality, led by the College of Policing and assisted by the Home Office. Its purpose should be to draw up clear national standards on anti-racist training for all police officers and staff. It should consider specifically how to involve local communities in drawing up training programmes and ways to draw on the experience of those who face the consequences of racism in the communities the police serve. It should include training to identify and question racial disparities within structures, policy and institutional culture, in addition to unconscious bias.

At a national level, policing organisations and the Home Office should be holding forces accountable for doing so. Recent comments by Metropolitan Police Assistant Commissioner Neil Basu, Dame Cressida Dick and Martin Hewitt, as well as new initiatives from the NPCC, HMICFRS, the IOPC and from individual PCCs and Chief Constables suggest that police leaders recognise the importance now of taking a 'big step forward'—but they must now make good on their intent by rigorously examining their institutions, explaining the disparities we have highlighted, or changing their organisations and practices to eradicate them.

Government Response

The College and police forces are responsible for developing and delivering quality training that meets the varied needs of police officers and staff to ensure that they can

best engage with, support and protect our communities. The Home Office supports the College's ambitions to continuously review and improve guidance and training on offer for police forces.

As part of this, police officers need training that helps them engage with all the communities they serve. We already see some aspects of training on community engagement or particular protected characteristics available as part of the training offer to police officers and support staff. Many training programmes, such as the Fast-Track programmes, Senior Leadership Development curricular and the new Police Education Qualification Framework entry routes, emphasise the importance of diversity, equality, and inclusion. Training on the use of police powers also provides guidance on their best and appropriate use, and training on conflict management is also provided.

However, the Home Office agrees with the Committee that more work needs to be done to understand the consistency of the training available across forces in England and Wales. The importance of training was stressed in the independent CRED report and as part of the 'Inclusive Britain' response, the Home Office has committed to supporting the College and the NPCC by autumn 2024 to review and deliver any necessary improvements to police officer training in de-escalation skills and conflict management in everyday police-citizen encounters, such as use of stop and search and use of force powers.

Both the NPCC and the College have also co-developed, with policing stakeholders, a new 'Race Action Plan' which outlines a series of measures to improve policing and secure the confidence of black people, both within policing and the public.

Across policing including forces, the College and NPCC, there is a drive to ensure officers guidance and training reflects the needs of both the police and the communities they service.

Deliverability and accountability

Replied together

The Home Secretary should establish and chair, under the aegis of the National Policing Board, a Race Equality Steering Group. The Home Secretary should have oversight of progress in addressing race equality across the 43 police forces, including the implementation of action plans, through the Steering Group which should also hold Chief Constables in England and Wales to account on the specific actions they have taken to improve outcomes for Black and minority ethnic officers in all areas of their employment. This oversight must include accountability for reaching force-level recruitment targets as part of a commitment to achieve a representative police service by 2030.

We recommend that, in place of the oversight board, a new Race Equality Commissioner for policing is established to provide ongoing scrutiny, including analysis and advice on policing policy, tools and procedures that are likely (or have been shown) to have a potential impact on racial disparities.

The remit of the post would include scope to instigate investigations and to report at the Commissioner's discretion, with powers to gather information, make recommendations on policing institutions and where appropriate to refer concerns raised by their inquiries to HMICFRS for further examination and inspection.

The Race Equality Steering Group chaired by the Home Secretary should consider and respond to the Commissioner's independent reports. To ensure that the Commissioner has sufficient resources and powers, it should be established on a statutory basis and provided with ring-fenced funding from Government. However it is vital that the post is, and is seen to be, independent of both policing and central Government to ensure it can win the confidence of BME communities.

Therefore, the Commissioner should be appointed through an independent process and be accountable directly to Parliament.

Government Response

The Government and the policing sector both have a role to play to ensure that racism stays out of policing. Much is already being done to provide ongoing scrutiny over the sector's performance and how it is building trust with the public.

The Home Office has fundamentally reformed its governance and oversight of policing. In 2019, the Home Secretary set up the National Policing Board to bring partners together to provide strategic direction and strong national grip over the law enforcement system. The Board is chaired by the Home Secretary, who has established four strategic policing priorities where we want to see improvement—this includes being trusted by the public to work together as one. Whilst policing is rightfully independent of the Government to ensure a fair and impartial criminal justice system, the Home Secretary uses the National Policing Board and its sub-governance to hold the sector to account for delivery of these priorities and to ensure we are collectively delivering what matters to the public.

Through the National Policing Board and its sub-governance, we are providing strong leadership on key strategic priorities. We recognise that disparities faced by ethnic minorities are unique, but that there also can be interconnectivity between protected characteristics, such as gender. Violence Against Women and Girls (VAWG), diversity and trust in policing have been at the centre of recent agendas with updates expected later this year. The Home Secretary has driven strong action across government and policing to work together on co-ordinated and strategic activity to build back trust in policing in light of recent events across all communities.

The NPCC continues to ensure that policing leaders and partners coordinate operations, improvements and reforms across forces. The Government also expects the College to continue improving its offer to provide those working in policing with the skills and knowledge necessary to prevent crime, protect the public, and secure public trust.

HMICFRS independently assesses, and reports annually on, the effectiveness and efficiency of the 43 territorial forces in England and Wales, to promote improvement in policing. HMICFRS' independent inspection reports are vital tools in providing the public with the information they need to hold their PCC to account, and for ensuring PCCs are

able to effectively hold Chief Constables to account for force performance. HMICFRS' inspections, thematic reports, and local monitoring of forces help provide transparency to the public, including on what forces are doing to improve police legitimacy.

PCCs across England and Wales are locally elected and directly accountable to the communities they serve. They hold Chief Constables to account for tackling crime in their force area and ensuring community confidence is secured and strengthened. Since their inception in 2012, PCCs have brought real accountability to how Chief Constables and their forces perform, including on community relations, and will continue working hard to ensure that local communities have a stronger voice in policing.

Collectively, there is strong governance and oversight of policing to ensure transparency, delivery and accountability of the shared aim to improve confidence of all communities. This oversight has been further strengthened by the National Policing Board and therefore we do not consider that a new Commissioner, as recommended by the Committee, is necessary.

The Home Office expects the best from our police forces and bodies and have made great progress over the years. However, we know that more needs to be done, and the Home Office will continue to prioritise tackling negative disparities faced by ethnic groups and deliver meaningful results.