

Race and policing: A review of the police service’s leadership and governance arrangements for race-related matters (August 2023)

Response from: Office of the Police and Crime Commissioner, Hampshire and Isle of Wight

This thematic inspection report takes a strategic look into race and policing, with no force level recommendations being made. The need for a culture shift from the top down is evident. This review identifies key national strategic documents that are not being fully incorporated by force areas, even with the NPCC chair driving the 2018-2025 diversity, equality and inclusion strategy, the review states *“We found that the 2018–2025 strategy and its associated toolkits didn’t receive widespread support from forces. Senior leaders we spoke to said the strategy needed to be refreshed and re-introduced. We agree.”* This alongside the recognised slow pace of the Police Race Action Plan being developed and implemented leads to questions around barriers in this space, and why is there such a challenge for senior leaders to grip race and policing.

As Police and Crime Commissioner I look to my Chief Constable for assurances that race and policing is, and continues to be a priority across Hampshire and Isle of Wight Constabulary. I insure that the Chief Constable and his senior leadership team are instilling both the culture and action to appropriately influence and foster an environment where diversity, equality and inclusion alongside enforcing a zero-tolerance approach to racism in policing is embedded.

This review highlights the strategic steps that are still required to make the changes needed within race and policing at a national level, we need to get this right so our frontline officers and staff can see the commitment and invest from our leadership at the top. As Chair of the Association of Police and Crime Commissioners I oversee the publication of the race disparity toolkit every six months, this review and refresh allows for new areas of good practice and new emerging areas to be considered. I will continue to seek good areas of practice, and encourage all police leaders to feed into this recognised area of good practice.

Donna Jones
Police and Crime Commissioner

No recommendations for Chief Constables or Police and Crime Commissioners.