



NORTHUMBRIA PCC RESPONSE TO HMICFRS INSPECTIONS OF NORTHUMBRIA POLICE

Inspection title	Race and Policing: A review of the police service's leadership and governance arrangements for race-related matters
Type of inspection	<input type="checkbox"/> Northumbria-specific <input checked="" type="checkbox"/> National Thematic
Date inspection published	25 th August 2023
Deadline for PCC response (56 days)	20 th October 2023
Recommendations	<input checked="" type="checkbox"/> National <input type="checkbox"/> Local

NORTHUMBRIA PCC RESPONSE TO HMICFRS

I welcome the review of police leadership and governance arrangements for race-related matters, which considers effectiveness on a national level.

Although there are no recommendations directly for local Forces, the Chief Constable has provided me with a position statement in respect of Northumbria Police (NP) against the recommendations.

Recommendation 1:

- The current force Diversity, Equality and Inclusion (DE&I) strategy is fully aligned to the College of Policing 2018-25 strategy. Priorities and actions are also embedded within the Force's People, Culture and Wellbeing strategy.
- The Force has also developed a Standards, Ethics and Behaviours plan (SEB) drawing on the various national plans. The plan provides a central platform to monitor, review and report on progress against the national plans.
- The Force volunteered as part of the College of Policing's Inclusion and Race Programme. Forty considerations were generated as part of this review, and where appropriate, actions were embedded within the SEB plan. Most of these actions have now been delivered.

Recommendation 2:

- Northumbria Police Race Action Plan (NPRAP) has been published both internally and externally following consultation with the workforce and communities. There is an established governance structure with corporate governance oversight including scrutiny by myself as PCC.
- The NPRAP is fully integrated into the wider SEB plan ensuring corporate governance and assimilation with other national plans.
- An Independent Scrutiny and Oversight Board has been established with initial focus on NP RAP.

Recommendation 3:

- DE&I content utilising College of Policing standards has been mapped and incorporated into Leadership Level 2 training, which was launched in September 2023, with Level 3 launching in January 2024.
- DE&I Foundation training is mandatory for all new starters/transferees.



- Power hours have been established and delivered, covering key DE&I topics using insights and intelligence from inclusion mailbox, case management learning and feedback from support associations.
- All DE&I related training is being reviewed to understand the current offering and to identify gaps.

Recommendation 4:

- The Force has reviewed the Ethnicity Classification Policy, and this is aligned to the national standards, together with reporting.
- As part of the NPRAP, the Force have ensured they are able to separate BAME and Black data to report nationally as required.
- The Understanding Our People (UoP) campaign has recently been launch ensuring CoP guidelines were followed in relation to language and classification. As of 9th Sept 2023, the completion rate was 72.3%, which is the highest rate recorded for all UoP campaigns. A self-service function has been developed on the core HR system, to facilitate regular updating of personal information.

I will monitor progress where further action is required to ensure that NP are compliant through my regular HMICFRS Scrutiny process and through specific monitoring of the delivery of the NPRAP.

Yours sincerely,

Kim McGuinness
PCC for Northumbria