



## NORTHUMBRIA PCC RESPONSE TO HMICFRS INSPECTIONS OF NORTHUMBRIA POLICE

<b>Inspection title</b>	<b>An inspection into activism and impartiality in policing</b>
<b>Type of inspection</b>	<input type="checkbox"/> Northumbria-specific <input checked="" type="checkbox"/> National Thematic
<b>Date inspection published</b>	10 <sup>th</sup> September 2024
<b>Deadline for PCC response (56 days)</b>	5 <sup>th</sup> November 2024
<b>Recommendations</b>	<input checked="" type="checkbox"/> National <input type="checkbox"/> Local

### NORTHUMBRIA PCC RESPONSE TO HMICFRS

I welcome the report that investigates police involvement in politically contested matters and whether police allow politics or activism to unduly influence them. Northumbria Police was inspected in October 2023 as part of this thematic inspection and receive positive acknowledgment in the report.

The Chief Constable has provided me with a position statement in respect of Northumbria Police (NP) against the 9 recommendations that are specifically for Chief Constables.

#### Recommendation 9

- This recommendation is reliant on the College of Policing updating their Authorised Professional Practice guidance in respect of communications to the public on politicised and contentious issues. Once this guidance is received, relevant force procedures will be updated.

#### Recommendation 10

- Currently the force uniform policy outlines that uniform can be modified to support faith, religion, or cultural beliefs. The policy also highlights that badges and symbols should not be worn if they are potentially offensive and provides clear direction on standards.

#### Recommendations 12 and 13

- Recommendations 12 and 13 refer to Equality Impact Assessment and ensuring force policies are in line with the Equality Act. All force policies are managed by Governance and Planning and reviewed on an annual basis, with strategic oversight carried out by the Force Assurance Board. Each force policy and procedure is accompanied by an Equality Impact Assessment and training is in place for managers to ensure effective completion of Equality Impact Assessments. A current review of quality ensures Northumbria Police are well placed to fulfil this recommendation ahead of the deadline of March 2025.

#### Recommendation 16

- Recommendation 16 relates to forces providing clear guidance to their staff in respect of the recording of non-crime hate incidents. A national flowchart has been provided which is to be added to the Force's Hate Crime page on their



intranet. A force flow chart has been designed by Learning Design and is to be cascaded across the communications department and investigation teams. There is a requirement to ensure our IIS procedure is updated which the Force Hate Crime Lead is aware of and progressing.

#### **Recommendation 17**

- Recommendation 17 relates to the analysis of hate crime incident data. This is already a feature within the force QlikSense hate crime app which provides searchable fields for non-crime hate incidents, therefore this recommendation is finalised.

#### **Recommendation 18**

- Recommendation 18 relates to tagging of incidents. The force has a process in place for this with auto tags in use within Communications department. This is followed up by a manual process within Community Engagement Teams who review all hate crime and non-crime hate incidents each morning to ensure compliance with procedures. This recommendation is therefore finalised.

#### **Recommendation 20**

- Recommendation 20 relates to the updating of force procedures for recording of personal data for non-crime hate incidents. The Force Hate Crime Lead is to incorporate this into a wider refresh of force IIS policy and procedures for non-crime hate incidents.

#### **Recommendation 22**

- Recommendation 22 refers to the allocation of funding for support associations and ensuring that funding is allocated to support associations based on local need. Within the last twelve months, Northumbria Police have reviewed the terms of reference for all support associations. The Force's current position is that a fair and equitable process is to allocate equal levels of funding to all support associations. As a result of this recommendation, the Force will review this position and determine whether to redistribute funding based on local under-represented group need.

I will monitor progress where further action is required to ensure that NP are compliant through my regular HMICFRS Scrutiny process.

Yours sincerely,

**Susan Dungworth**

Police and Crime Commissioner for Northumbria