Cumbria Office of Police Fire and Crime Commissioner

**Cumbria Police Fire and Crime Commissioner (PFCC) response to inspections of Cumbria Constabulary published by Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS)**

*Section 33 of the Police Act 1996 (as amended by section 37 of the Policing and Crime Act 2017) requires local policing bodies to respond to recommendations in inspectors reports within 56 days.*

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| **Inspection Title:** | #28992 – Race and Policing: A review of the Police service’s leadership and governance arrangements for race-related matters. |
| **Date Published:** | 25/08/2023 |
| **Type of Inspection:** | National Thematic |
| **Key Findings** | |
| In July 2021, the Home Affairs Committee published The Macpherson Report: Twenty-two years on. The committee considered the role we had played in assessing the police’s progress in addressing the recommendations made by the Stephen Lawrence Inquiry.  The committee recommended that we should carry out a series of inspections of race and policing to start in 2022. This short review is the first inspection in that series. It considers the effectiveness of the national leadership and governance arrangements that relate to race and policing.  Alongside this review we have also published an inspection report on race disparity in police criminal justice decision-making.  In that inspection, we found systemic and long-standing problems in the collection of ethnicity data. Because these problems are attributable (in whole or part) to shortcomings in the police’s leadership and governance arrangements, we decided to publish both reports together and to include a summary of the relevant findings and recommendations from that inspection in this report. | |
| **Recommendations:** | |
| **Recommendation 1**  As soon as practicable, and no later than 31 March 2024, the National Police Chiefs’ Council lead on diversity, equality and inclusion and the College of Policing should publish the revised 2018–2025 diversity, equality and inclusion strategy. This revised strategy should address fully the matters raised in The Macpherson Report: Twenty-two years on and include requirements for:  • forces to self-assess their implementation of the strategy;  • National Police Chiefs’ Council reviews of force self-assessments and/or College of Policing peer reviews; and  • sharing organisational learning within the police service from these reviews.  **Recommendation 2**  As soon as possible, the National Police Chiefs’ Council and the College of Policing should finalise and publish the Police Race Action Plan. Forces should implement this plan, following its publication, without delay.  **Recommendation 3**  By 31 March 2024, the College of Policing should establish national standards for police diversity, equality, and inclusion training.  **Recommendation 4**  By 30 April 2024, the National Police Chiefs’ Council and College of Policing should jointly implement the technology solutions and training required to make sure forces consistently record and share data on protected characteristics, in particular with regard to race (colour, nationality, and ethnic or national origins). | |
| **PFCC & Constabulary Response to Report and Recommendation:** | |
| Cumbria’s Police, Fire and Crime Commissioner welcomes the HMICFRS Report – Race and Policing: A review of the Police service’s leadership and governance arrangements for race-related matters.  “As Police and Crime Commissioner, I have a responsibility under the Equality Act 2010 to raise awareness and promote equality and diversity. I am committed to eliminating discrimination, victimisation, harassment, and other conducts prohibited under the Equality Act 2010. I am committed to ensuring Cumbria’s policing service remains fair, transparent, and equitable.”  “Within my Accountability and Governance framework, I have implemented the Ethics and Integrity Panel. This Panel has four members of the public appointed to it whom meet on a quarterly basis. The purpose of this Panel is to provide a forum that challenges, encourages, and supports myself in monitoring and dealing with integrity and ethical issues within the OPCC and Constabulary. Currently, we are looking at the NPCC Race Action Plan and what Cumbria Constabulary are doing in relation to it. If there are any complaints or misconduct allegations which relate to race-related matters, the Panel would also deal with this appropriately.”  “I also have established a Diversity and Inclusion Strategy 2021-2025, which set out how diversity and inclusion runs throughout the work of my Office and Cumbria Constabulary, ensuring they represent the communities of Cumbria.”  “My Office commission the service, Victim Support, who provide a number of services to victims across Cumbria. But for Hate Crime related matters (and for other crimes), there is an online ‘My Support Space’ which is a series of interactive guides offering practical advice and support, as well as helping people to identify what coping strategies may work best for them. Victims (of hate crime for example) can work through this, at their own pace online. Victim Support also have a 24/7 LiveChat service for victims to gain access so they can gain direct support.”  “Additionally, we commission Remedi’s mediation service, who by using a restorative justice approach, support victims of hate crime. The case worker works with the victim, looks at their needs and by working together, a tailored support plan is put in place.”  “My office also runs regular hate crime campaigns on social media, highlighting how people can report hate incidents/crimes and how to access support services.”  “Lastly, we commission Crimestoppers where people can speak to someone over the phone and stay 100% anonymous if they have any information about a hate crime.” | |