



**DORSET
POLICE**

A safe county for everyone

TIME

FOR

ACTION

Race Action Plan

2024 - 2026



Foreword

Dorset Police is committed to making Dorset a safe county for everyone. We are focused on being tough on crime, keeping people safe and putting our victims and witnesses first.

We police on behalf of our communities and face a unique position in UK policing that we do so by consent and with the support of our people. To continue to achieve that support and build the trust and confidence of our communities, we must demonstrate that we are effective and fair for all who live, work or visit our county. It is evident that we are not doing this consistently for our Black communities.

We explored a broad evidence base to understand how policing affects Black people in Dorset. This included analysing our data, listening to our workforce, learning about the experiences of our ethnically diverse colleagues, and hearing what our Black communities have said.

When we bring all the data and experiences together, it clearly demonstrates that Black people are over-policed, under-protected, under-represented and have more negative experiences of policing in Dorset internally and externally. We cannot fully explain why we have disparities in many of our policing activities, why our own colleagues are still subject to racial bias within the workplace or why our Black communities have less trust and confidence than white people, therefore we must acknowledge institutional racism within Dorset Police and commit to reform.

In this acknowledgement, we are accepting that our systems, processes, policies, structures

and unwitting actions based upon our unconscious biases are influencing how we are delivering our policing service. By recognising this, we can actively address them and take meaningful steps to build the trust, confidence and safety across all our communities.

I am committed to ensuring that Dorset Police improves Black people's experience of policing, eliminates racial disparity and becomes an inclusive and anti-racist organisation.

Although we have made some progress, we still have work to do. It is essential that we create an organisation that is free from discrimination and enables all of the wonderful officers, staff and volunteers to thrive and develop safe in the knowledge that we want them to be themselves and bring all of their life skills, attributes and personal qualities to further enhance our service to the public.

Conversely, I will ensure that those who undermine the communities' trust in us through their unprofessional, discriminatory or unethical behaviour have no place in Dorset Police.

As part of this endeavour, we are fully committed to the national Police Race Action Plan and have created a local plan to reflect the priorities identified by our Black communities to ensure that those from minority ethnic backgrounds and heritage are represented, respected, involved and protected.

We have created a community-based group, with representation from our internal and external Black communities to work alongside us to act as a critical friend, provide advice, guidance and recommendations, track

and monitor our progress against the plan and encourage community involvement and engagement.

We also hold community engagement events, scrutiny panels and independent advisory groups (IAGs) to enable the people of Dorset to influence and inform the delivery of policing in our communities. We encourage representatives from all of our communities to get involved wherever they can.

Internally, we are working with the Dorset Ethnic Police Association (DEPA) to review our systems, structures and processes to better understand their impact and shape the future organisational model to eradicate all forms of discrimination, especially racism.

Our delivery plan reflects and prioritises the areas of importance and our success will be measured against improvements in our policing delivery, some of which will be data informed, but most importantly, it will be how our Black communities feel.



**Chief Constable
Amanda Pearson**



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Acronyms

CPD: Continuous professional development
CSS: Community Satisfaction Survey
DEPA: Dorset Ethnic Police Association
IAG: Independent advisory group
KCC: Key community contacts

MSV: Most serious violence
NPT: Neighbourhood policing team
PRAP: Police Race Action Plan
RTA: Road Traffic Act
SYV: Serious Youth Violence

What is institutional racism?

It is about acknowledging that as a Force we can't fully explain why we treat Black people differently in our activity, why colleagues are suffering racial bias in the workplace and why our Black communities have lower trust and confidence.



It is not saying that the majority of Dorset Police officers, staff and volunteers are racist or act in overtly or intentionally racist ways.



If it is not because Dorset Police officers, staff or volunteers are being overtly or intentionally racist, then it must be due to our systems, processes, policies and structures.



It is about reflecting that personal biases may influence how we deliver our services.

What is institutional racism?

Here are some definitions of institutional racism that have informed our decision:

The term institutional racism was defined in the [Macpherson Report](#) as:

“The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour, which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.”

The [Baroness Casey report](#) of 2023, an independent review into the standards of behaviour and internal culture of the Metropolitan Police Service, also provided four tests to further consider the existence of institutional racism.

1. There are racists and people with racist attitudes within the organisation.
2. Officers and staff from Black heritage and ethnically/racially minoritised backgrounds experience racism at work and it is routinely ignored, dismissed or not spoken about.
3. Racism and racial bias are reinforced within systems.
4. The service under-protects and over-polices people of Black heritage.

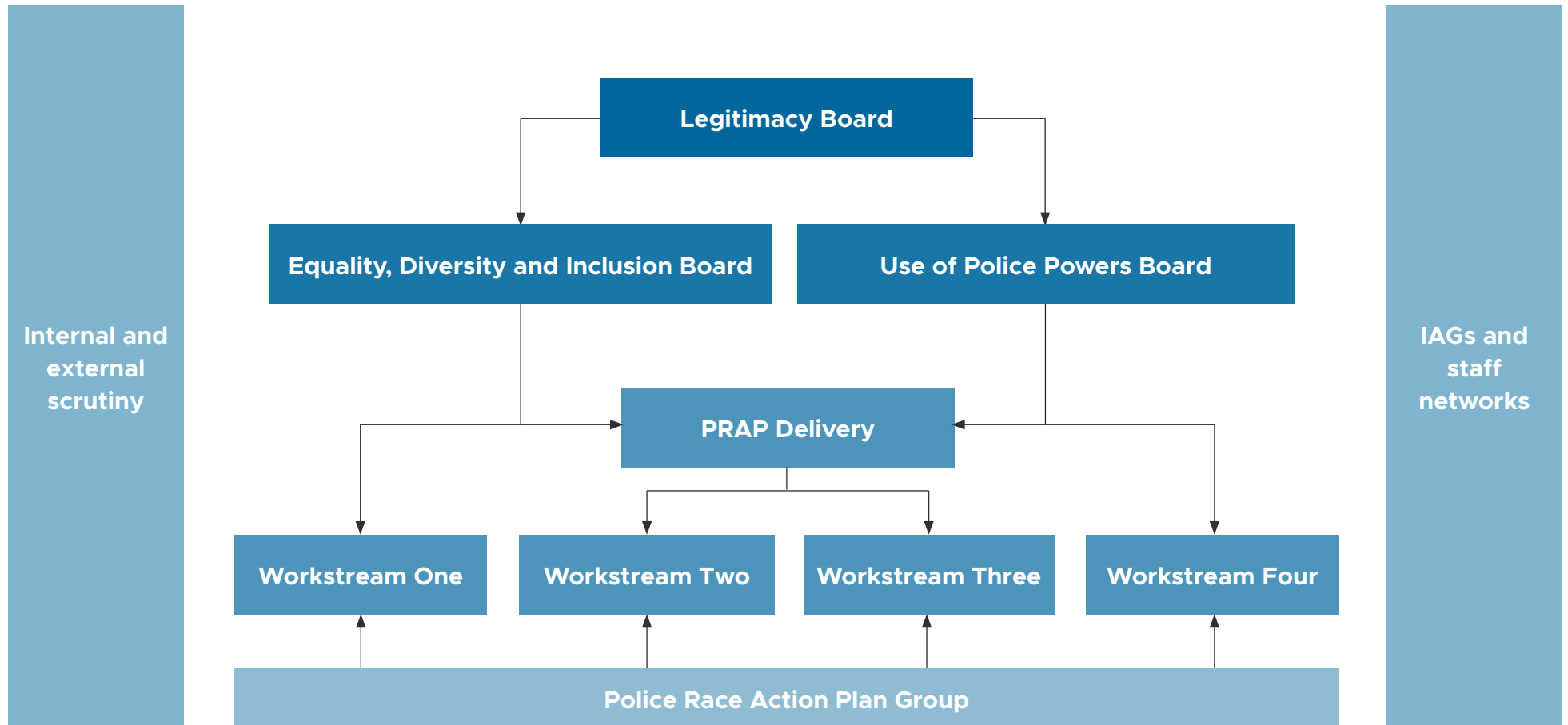
[Section 149 of the Equality Act 2010](#)

A public authority must, in the exercise of its functions, have due regards to the need to:

- eliminate discrimination, harassment, victimisation and other conduct prohibited by the act.
- advance equality of opportunity between persons who share a protected characteristic and those who do not (and, in particular, the need to remove or minimise disadvantages, take steps to meet needs, and encourage participation in public life or other activity).
- foster good relations between persons who share a protected characteristic and those who do not (and, in particular, the need to tackle prejudice and promote understanding).



Governance and structure



Dorset Police Race Action Plan aims

**Eliminate
racial
disparity**

**Improve
Black
people's
experience
of policing**

**Become an
inclusive
organisation**

**Become an
anti-racist
organisation**

What the evidence tells us

There are
138x
more white people than
Black people in Dorset



Of our workforce
0.5% officers
0.3% staff
identify as Black
or Black heritage



We are
10x
more likely to stop
and search Black people



We are
1.5x
more likely to
subject a Black person
to compliant handcuffing



We are **1.5x**
more likely to arrest a
Black person on suspicion
of a criminal offence



Black people are
7x
more likely to be victims
of serious youth violence



It will take us on
average **10 hours**
longer to find a
Black high-risk
missing person



It takes us
56 days
longer to resolve a
case where a Black victim does
not support further action



Black people are
2.5x
more likely to be
victims of domestic abuse



51%
of Black people
have confidence
in Dorset Police

Compared with
64%
of white people

56% of Black people agree
that we treat all sections of the
community fairly
compared with
65% of white people



89%
of our ethnically
diverse colleagues have
experienced racial bias within
the workplace in the last 2 years



Overarching community principles

Workstream One:

Represented

Representative and supportive



- Supporting the development of Black officers and staff so they can fulfil their potential and progress to the most senior levels.
- Ending racism in the workplace.
- Ensuring our systems, processes and work environment encourages Black people to apply for roles within policing.

Workstream Two:

Respected

Not over-policed



- Not making assumptions about Black people as offenders.
- Reducing racial disparities in the use of police powers and criminal justice outcomes, regardless of their root causes.
- Treating Black people who have contact with the police fairly and with respect.

Workstream Three:

Involved

Included in governance



- Recognise and reconcile the divisions between the police and Black people.
- Understanding how community trauma and distrust affects Black people's ongoing experience of policing.
- Asking Black people to share their views, so we listen, respond and involve them in the development of our improvements and decision making.

Workstream Four:

Protected

Not under-protected



- Working with Black people more effectively to tackle the crime and disorder problems that cause concern or harm, particularly to young people.
- Understanding the needs of Black victims and witnesses, and treating them fairly, with respect and as individuals.
- Making sure Black people feel safe, particularly those who are vulnerable.

*These principles are based on a survey conducted with our local internal and external Black communities.

Vision, purpose and priorities

Our Vision: A safe county for everyone

Our Purpose:

Tough on crime
Keeping people safe
Putting victims first

Ethical Policing Principles:

Courage
Respect & Empathy
Public Service

Priorities:



Our delivery plan

Workstream One: Represented

Overarching community principles:	We will:
<ul style="list-style-type: none"> ■ Supporting the development of Black officers and staff so they can fulfil their potential and progress to the most senior levels. ■ Ending racism in the workplace. ■ Ensuring our systems, processes and work environment encourages Black people to apply for roles within policing. 	<p>Deliver training to officers and staff who use policing powers to develop better awareness of disproportionality, the history of the relationships between policing and Black communities and the impact that policing has on individuals and wider communities, especially Dorset’s Black communities.</p>
	<p>Publish a strengthened hate crime action plan, which outlines the steps that the organisation will take to ensure officers, staff or volunteers who are victims of hate crime are provided with care, compassion and support. This plan will emphasise the importance of conducting expeditious and robust investigations as we would with any victim of hate crime.</p>
	<p>Deliver training to all officers, staff and volunteers to include community lived experiences, the history of policing and Black communities, as well as other factors such as mitigating bias and external influences, including the media.</p>
	<p>Develop a communications and engagement strategy to enhance and amplify the positive collaboration of communities and policing to ensure that we are delivering fair and effective policing to all.</p>
	<p>Build an allyship programme, which works alongside our Dorset Ethnic Police Association to enhance, support and amplify the voice, interests and activities of our colleagues from ethnically diverse backgrounds.</p>

Workstream Two: Respected

Overarching community principles:	We will:
<ul style="list-style-type: none">■ Not making assumptions about Black people as offenders.■ Reducing racial disparities in the use of police powers and criminal justice outcomes, regardless of their root causes.■ Treating Black people who have contact with the police fairly and with respect.	<p>Reform how we use stop and search powers by:</p> <ul style="list-style-type: none">■ Ensuring our officers have the confidence in using their powers fairly and effectively, providing frameworks to enable them to form strong and objective grounds, mitigating the impact of bias and assumptions.■ Focusing the use of our stop and search powers on community and policing priorities alongside other problem-solving tools, understanding why we use stop and search and any potential impact on the community.■ Ensuring that we have effective internal and external scrutiny processes that encourage learning and reflection for individuals and the wider organisation.■ Introduce ‘Stop and Think’ principles for officers to consider when using their policing powers with members of our Black community. This will encourage officers and staff to consider the impact of bias, stereotypes or assumptions and the impact of generational trauma and history as part of their decision-making process.■ Mandating the completion of a specific stop and search training input, which provides an update on reform practices and the positive impact fair and effective use of stop and search can have on community support, trust and confidence.■ Ensure that those occasions where officers do not use Body Worn Video during a stop and search encounter that this matter is escalated and understood.■ Involve our community members in the development of stop and search training.■ Publish our data in relation to stop and search for public view.■ Publish our community scrutiny reports for public view.

Workstream Two: **Respected** *continued...*

Overarching community principles:	We will:
<ul style="list-style-type: none"> ■ Not making assumptions about Black people as offenders. ■ Reducing racial disparities in the use of police powers and criminal justice outcomes, regardless of their root causes. ■ Treating Black people who have contact with the police fairly and with respect. 	<p>Conduct a review of our intelligence processes and practices by inviting community members into the organisation to observe and scrutinise our intelligence delivery. We will then listen to feedback and recommendations to improve.</p>
	<p>Introduce a data capture capability to record the ethnicity of individuals stopped in their vehicles under Section 163 of the Road Traffic Act 1988 so that we can identify any related disproportionality and take action.</p>
	<p>Conduct a deep dive review into stop and searches that expose intimate parts and custody strip searches of Black people to enable us to understand and explore reasons for disproportionality in these cases and then take action to eliminate them.</p>
	<p>Gain a better understanding of county lines, drugs and knife crime offender profiles so that we enable our officers, staff and volunteers to use intelligence and evidence-based approaches, while removing the potential for bias, stereotypes and anecdotes to influence our activity.</p>

Workstream Three: **Involved**

Overarching community principles:	We will:
<ul style="list-style-type: none">■ Recognise and reconcile the divisions between the police and Black people.■ Understanding how community trauma and distrust affects Black people’s ongoing experience of policing.■ Asking Black people to share their views, so we listen, respond and involve them in the development of our improvements and decision making.	<p>Form a joint internal and external community group named the Police Race Action Plan Group. The group will be made up from key community contacts from the Black communities of Dorset, the co-chairs of the Dorset Ethnic Police Association, the Office of Police and Crime Commissioner and Corporate Communications.</p> <p>The group will be co-chaired by a community member and the police.</p> <p>The Dorset Police Race Action Plan Group will support the vision and purpose by:</p> <ul style="list-style-type: none">■ Exploring and addressing causes of disproportionality in policing.■ Listening and hearing concerns from our Black communities.■ Co-designing and developing priorities and actions within the Dorset Police Race Action Plan.■ Setting the direction of the Dorset Police Race Action Plan. <p>Members of the Dorset Police Race Action Plan Group will:</p> <ul style="list-style-type: none">■ Act as a critical friend, with an active and independent voice, highlighting issues of concern around the plan.■ Provide advice, guidance and recommendations to the Force’s Equality, Diversity and Inclusion Board relating to activities.■ Track and monitor progress against the plan.■ Act as key community contacts, seeking to encourage community involvement and disseminating communications, where appropriate.

Workstream Three: **Involved** *continued...*

Overarching community principles:	We will:
<ul style="list-style-type: none"> ■ Recognise and reconcile the divisions between the police and Black people. ■ Understanding how community trauma and distrust affects Black people’s ongoing experience of policing. ■ Asking Black people to share their views, so we listen, respond and involve them in the development of our improvements and decision making. 	<p>The group will have the responsibility:</p> <ul style="list-style-type: none"> ■ To represent the interests of Black communities in all of its functions. ■ To work transparently in order to be accountable to the general public. ■ To develop activity and actions for delivery against the plan objectives. ■ To facilitate and support delivery activity through task and finish groups.
	<p>Involve our community members in the planning, preparation and delivery of our Senior Leaders’ Event in November 2024 where we will launch our Police Race Action Plan and conduct workshops to ensure our strategic intent is actioned into business delivery.</p> <p>Our community members will be invited to facilitate and bring diversity of thought to the event, providing valuable lived experiences and perspectives.</p>
	<p>Agree a calendar of community group scrutiny visits across our organisation to encourage transparency and seek to understand how we can deliver a better service to all our diverse communities. We will have candour and encourage recommendations and observations of our systems, policies, processes and structures from the visits, which will be tracked and monitored for progress through organisational learning.</p>
	<p>Promote and increase meaningful community engagement with our Black communities at a tactical and operational level and build a network of key community contacts and independent advisory group members.</p>
	<p>Develop community engagement contracts with our Black communities to ensure we are meeting the needs and expectations of our communities whilst building trust and confidence.</p>

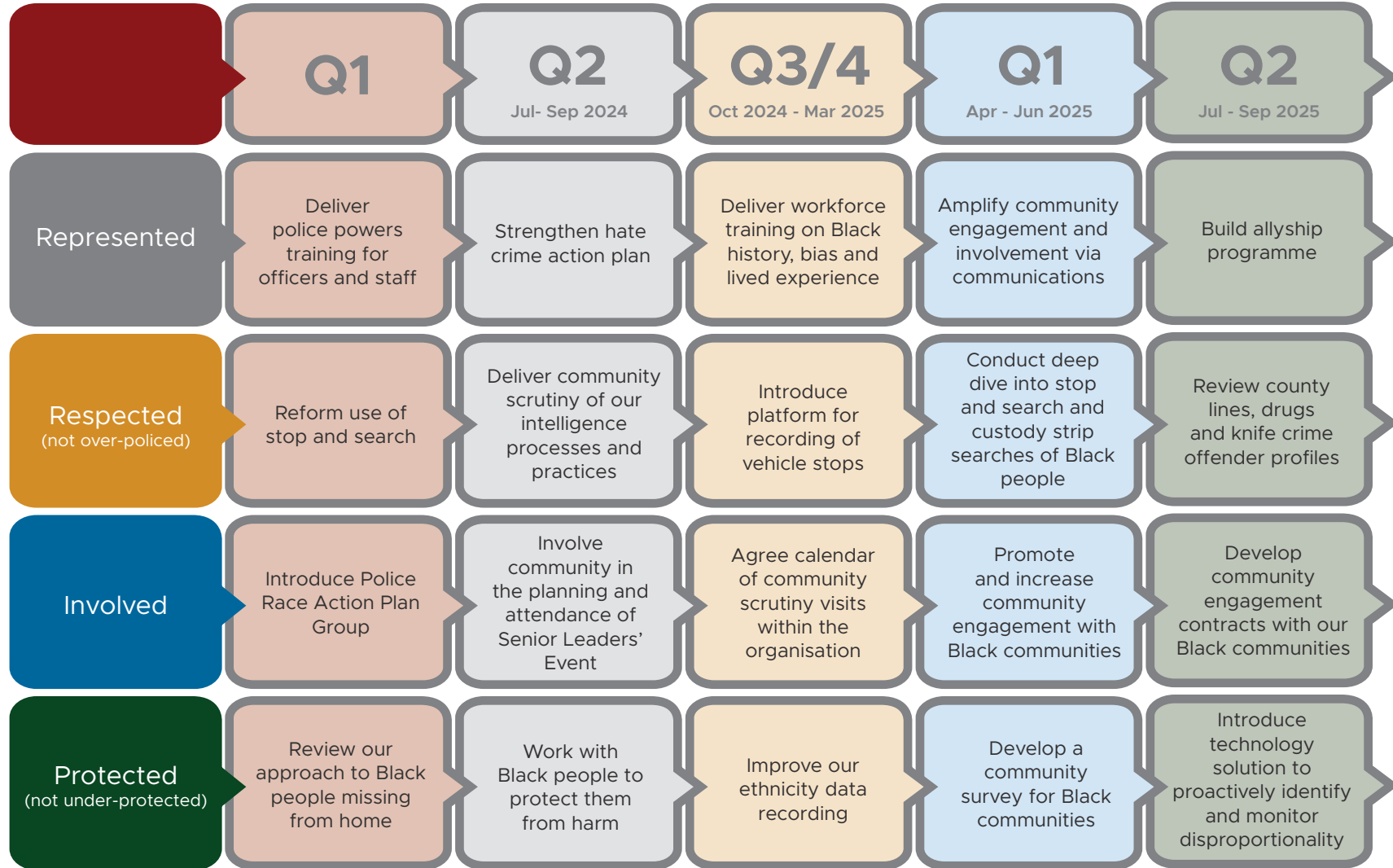
Workstream Four: Protected

Overarching community principle:	We will:
<ul style="list-style-type: none"> ■ Working with Black people more effectively to tackle the crime and disorder problems that cause concern or harm, particularly to young people. ■ Understanding the needs of Black victims and witnesses, and treating them fairly, with respect and as individuals. ■ Making sure Black people feel safe, particularly those who are vulnerable. 	<p>Review our approach to Black people missing from home and seek to improve our processes to eliminate disparities in relation to the time it takes for us to find Black people and prevent repeat missing episodes.</p>
	<p>Work with our Black communities to better protect them against crime and disorder, especially how we can protect young Black people from becoming victims of serious youth violence.</p>
	<p>Improve our recorded ethnicity data across all our systems, especially linked to victims, so that we can better understand disparities in the delivery of fair and effective policing.</p>
	<p>Develop and complete a community safety and confidence survey, which captures the feelings, perceptions and experiences of our Black communities so that we can seek to understand and address areas of concern and disparity against our existing Community Safety Survey.</p>
	<p>Introduce a technological solution so that we can proactively identify, address and monitor disparity in our policing activities.</p>



Our delivery plan timeline

Improving policing for Black people



Performance + trust and confidence

Communication strategy - internal and external

