



# Police Anti-Racism Commitment



**POLICE  
RACE  
ACTION  
PLAN**



## Anti-racist commitment

# The police service of England and Wales is committed to anti-racism and racial equity

- Racism is a very real issue in policing.
- We acknowledge the problems we have had with racism in the past and still have today.
- We are sorry for the damage racism has caused and continues to cause.
- Racism – regardless of whether it is individual, institutional or systemic – is completely and utterly unacceptable, and has no place in our profession.
- It is not enough for us to not be racist or to claim not to be racist.
- Anti-racism demands that we are proactive, which is consistent with our legal duties and code of ethics.
- It also requires us to remain vigilant, because racism is insidious and will always be a threat to our model of policing by consent.

## Anti-racism and racial equity

### Our commitment to anti-racism means

- Taking a stand against racism in all its forms
- Proactively identifying, understanding and tackling racial inequalities in policing
- Reforming policies and practices that lead to people from different ethnic groups being over-policed, under-protected or marginalised
- Working with partners to tackle the racial inequalities that exist in wider society and which are reproduced and sometimes exacerbated by policing

# Our commitment to racial equity means

- Producing equality of policing outcomes for people from different ethnic groups by responding to individuals and communities according to their specific needs, circumstances and experiences, with understanding that these will be racialised and with the aim of reducing harm.

It does not mean treating everyone 'the same' or being 'colour blind' (racial equality).

## Our overall approach

### Our commitment involves us

- Being transparent about our actions and accountable for them.
- Showing strong, authentic and consistent leadership.
- Fostering an inclusive and supportive working environment.
- Ensuring everyone who works in policing feels comfortable talking about racism and confident challenging it.
- Seeking out, listening to and understanding people's lived experiences, and putting them at the heart of what we do.
- Addressing gaps in our data and evidence, but not to put off taking meaningful action.
- Reflecting on, and assessing the impact of our efforts to challenge racism and tackle the racial inequalities that exist in policing and wider society.

## The scope of our commitment

Our commitment extends across all the different relationships we have with the public, and is ultimately about us securing the trust and confidence of all ethnic groups

Police officers, staff  
and volunteers

**Culture and  
workforce**

People subjected  
to police powers

**Powers and  
procedures**

Communities  
and citizens

**Trust and  
reconciliation**

Victims, witnesses  
and vulnerable  
people

**Safety and  
victimisation**

# Outcomes

Our commitment calls for overall improvements in policing outcomes alongside an end to racial disparities in those outcomes, however challenging both may be. Achieving an anti-racist police service will mean improvements in the following areas.

## Trust and reconciliation

- Public confidence in the police
- Public trust in the police to be fair and respectful, and understand and deal with community concerns

### Culture and workforce

- Attraction, recruitment, development, pay, progression and retention processes
- Representativeness across the workforce
- The likelihood of staff being subjected to misconduct and under-performance procedures
- The experiences of staff in the workplace and of the working culture

### Powers and procedures

- The likelihood of people being criminalised by the police
- The use of police powers, procedures and technology
- The harms experienced by people subjected to police powers and procedures
- The experiences of people subjected to police powers and procedures

### Safety and victimisation

- The likelihood of people being victims of crime or antisocial behaviour, or experiencing harm
- Feelings of safety and the fear of crime
- The police responses to crime, antisocial behaviour and concerns for safety
- The experiences of victims, witnesses and vulnerable people

# Legal duties

**Delivering the anti-racist commitment enables policing to meet its relevant legal duties, such as**

- Section 6 of the Human Rights Act 1998: It is unlawful for the police to act in a way that is incompatible with a person's human rights.
- Section 149 of the Equality Act 2010: The police must have due regard 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)

The commitment is also a practical response to points and recommendations made in several seminal independent reports.