

## **QUESTION FROM CLLR JOE OTTEN**

Regarding the report of the [Commission on Race and Ethnic Disparities](#) published today (31<sup>st</sup> March 2021) do you accept the recommendations made with regarding to policing, specifically recommendations 4, 5, 12, 14, 18, 21, and 22?

Also recommendations 3, 8, 9?

## **Response from the Police and Crime Commissioner**

Thank you for your question which asks if I accept the recommendations focussed on policing published in the report of the Commission on Race and Ethnic Disparities.

Although it is only a short time since the report was published and I will look to consider some of the finer detail within the recommendations more carefully in due course, the short answer to your question is yes, the headline recommendations are hard to quarrel with and so I would support them.

There are however, some quite precise details outlined under each of the recommendations, some of which are aimed specifically at national organisations initially to work through. In due course, the outcomes of the national work will filter down to a local level for implementation in the coming months I would imagine. The details as previously mentioned, will need careful consideration.

For example, recommendation 4 and 5, specifically asks the Association of Police and Crime Commissioners (APCC), the National Police Chief's Council (NPCC) and the College of Policing (CoP) to develop a framework for community "Safeguarding Trust" groups and to improve training for officers. I anticipate that once this work is completed and agreed, then the framework and training requirements would be disseminated to individual PCCs and Forces to implement. It is difficult to make a final decision on acceptance until this is worked through at a national level but in principle I am in agreement with the focus of the recommendation.

Recommendation 12, requires the CoP, NPCC, Home Office and Ministry of Justice to develop a pilot around managing class B drug offences. At the top level, then yes, I would accept the principle, however, I would need to see how the pilot developed and could be evidenced in terms of its effectiveness before accepting fully the detail.

Recommendation 14 requires the CoP to produce operational guidelines for forces around the use of Body Worn Video. The Independent Ethics Panel (IEP) already undertake assurance for me on South Yorkshire Police's (SYP) Stop and Search activity and would be keen to look at the ethics around whatever guidelines the CoP developed. The IEP worked closely with SYP in developing ethical use of Body Worn Video when it was first introduced by the Force and this recommendation could follow the same principle.

Recommendation 18 is for the Youth Justice Board and so not specifically aimed at PCCs, but I would not disagree with the content of the recommendation.

Recommendation 21 asks the CoP to produce guidance for forces around community representation in their workforces. I am already working with members of the IEP to provide me with assurance in exactly this area of work prior to the force re-starting its recruitment drive in the summer as we recognise the opportunity presented by Operation Uplift. Any additional guidance from the centre would be welcome.

Recommendation 22 is specifically for the CoP, but in principle I would support this as a recommendation, it closely links with the work I am asking IEP members to undertake as outlined in recommendation 21 above.

Recommendation 3 is for a decision by central government. However, the IEP have already started work in this area, with an initial report being brought to the Police and Crime Panel in 2020 outlining their work. I would welcome further focus from central government in this area.

Recommendation 8 around the move away from unconscious bias training seems very specific. I would need to consider this further before committing and would want to see evidence as to what sort of training is the most effective in this area.

Recommendation 9. I would of course be supportive and aim to comply with any guidance published around transparency of pay and inequalities for minority ethnic groups within the OPCC or more widely SYP.

I hope this gives you some assurance around my thinking around the recommendations that have been made and appreciate you giving me the opportunity to share my initial thoughts with you.