



RESPONSE BY THE PCC TO HMICFRS INSPECTIONS OF CLEVELAND POLICE

INSPECTION DETAILS

Title of Inspection Race and Policing - A review of the police service's leadership and governance arrangements for race-related matters

Date Inspection Published 25 August 2023

Type of Inspection: Cleveland Specific National
 Follow Up Thematic
 Partner Inspection

Is Cleveland Police quoted in the Report? Yes No

EXECUTIVE SUMMARY OF REPORT

In July 2021, the Home Affairs Committee published The Macpherson Report: Twenty-two years on, the committee considered the role played in assessing the police's progress in addressing the recommendations made by the Stephen Lawrence Inquiry. It concluded: "It has been far too long since the inspectorate conducted a thematic review on race. There is an urgent need for [His Majesty's Inspectorate of Constabulary and Fire & Rescue Services] HMICFRS to address race directly in its inspections." The committee recommended that 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.

The review made the following 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).

FORCE RESPONSE TO RECOMMENDATIONS

All new reports into the Force follow a specific process which involves informing the Governance of Audit and Inspection (GAIN) Board, chaired by the Deputy Chief Constable, of the report's publication and identifying an Executive Lead to monitor/drive progress of the actions going forward.

A plenary session with the Exec lead and relevant stakeholders is held to discuss the actions and agree how they will be progressed. The outcome from this session is reported back to the GAIN Board for acceptance and approval; progress is then monitored through governance meetings until such a time as the action is considered complete.

The process for closing actions is depicted by HMICFRS, as they award each action a level; the Force complies with the appropriate course of action, linked to this level, to formally close the actions.

The report did not identify any recommendations for the Force. However, it is likely, once the 'third party' actions are completed, there will be activities required of forces.

Although at this stage no specific plenary session is required for this report, the Force will monitor the progress of the 'third party' actions and anticipate the force level activity coming from them, which will be progressed accordingly.

PCC RESPONSE TO INSPECTION

Comment by the PCC:

I welcome HMICFRS' report. I have checked and has assurance that the overall process by which recommendations and Areas for Improvement (AFIs) are managed and monitored by the Force is efficient and effective. The Audit Committee will also maintain regular oversight of the programme of recommendations and AFIs.

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