



POLICE & CRIME  
**COMMISSIONER**

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## Police & Crime Plan for Our Safer Futures 2020-22

### Equality, Diversity & Inclusion Update

Police and Crime Panel ~ 12 March 2021

# Supporting policing through investment

£861,737 awarded to fund the advancement of Equality and Inclusion in Hampshire Constabulary

*“This addresses a key area of our espoused values that must be delivered consistently and are essential to ensuring trust in policing from the communities we serve” – Michael Lane*



# 'Inclusion Matters'

## Comprehensive 3 year programme launching in April 2021

- Educating all levels of officers and staff to include:
  - culture
  - banter
  - appropriate terminology
  - difficult conversations
  - leadership
  - micro aggressions
  - bias and stereotyping
  - stop and search
  - use of force
- All commands developing their own E&I plans and working towards creating a more inclusive and informed culture
- Staff networks and forums are improving the force's practices and procedures, both internally and with the wider public
- PCC to closely monitor delivery of improvements and outcomes

# What we continue to do

Work through our 5 point action plan increasing our scrutiny activity:

- 1 - High level scrutiny of the Constabulary
- 2 - Full review of current stop and search scrutiny processes
- 3 - Deep dive into the Constabulary's current training on diversity & inclusion
- 4 - Further engagement with community leaders, partners and influencers
- 5 - Review of OPCC policies, procedures and commissioning model

# Indicative timeline – Key Actions

## 2021 quarter 1

- Your View panels in place and operating in a Covid 19 safe way across the 4 northern districts and Portsmouth.
- Constabulary have in place the recommendations from their strategic review of IAG, and refreshed model
- OPCC body worn video scrutiny panel iteration complete, terms of reference agreed and forward plan for all districts.
- Next steps arising from lessons learnt from Northern PIC disciplinary hearings in place.

## 2021 quarter 2

- Expansion of Your View panels to other districts, temperature check approach for section 60 order on stop and search.
- District commander narratives to be in a revised format with improved data on stop and search performance.
- Know your rights material for the public explaining rights on stop and search completed.
- OPCC policies updated to ensure EDI fully compliant.

## 2021 quarter 3

- HC reporting on BAME complaint monitoring in place.
- Body worn video scrutiny fully embedded and a clear learning loop established.
- OPCC/HC joint quality assurance regime on all aspects of equality and diversity scrutiny in place.
- Evaluation of gypsy/traveller pilot



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# 1 - High level scrutiny of the Constabulary

## Action plan

- PCC to raise issues arising from Black Lives Matter
- Scrutiny by PCC over BAME uplift recruitment programme
- OPCC scrutiny of outcomes/satisfaction levels for victims of BAME backgrounds following their engagement with the police
- OPCC membership on Force Legitimacy Board and membership of Use of Police Powers Tactical group
- OPCC to begin to monitor complaints process relating to those arising from members of the BAME communities

## Progress

- COMPASS session held on 16/2/21 with Chief Constable –available on line.
- Ongoing monitoring of uplift programme- currently on track last meeting 23/2/21
- Use of force scrutiny ongoing 23/3/21 next meeting
- Engagement begun relating to BAME complaint oversight as part of police complaints review process
- Legitimacy board now sitting regularly, last meeting 2/2/21.



## 2 - Full review of current stop and search scrutiny processes

### Action plan

- Refresh of the district Independent Advisory Groups recruitment
- Establish scrutiny led by OPCC that draws on experience of those who have been stopped and searched- a more grass roots approach (Your View panels)
- Deep dive scrutiny into HC response to feedback
- Establish ongoing dip sampling of stop and search body worn video
- OPCC input into the scrutiny of district CI's relating to their local narratives and use of stop/search tactics

### Progress

- Creation of strategic youth advisor group in progress managed by OPCC.
- 'Your View' panels held Basingstoke, Test Valley and Winchester. Evaluation complete. Next steps
- OPCC scrutiny of use of force and Taser use being developed , initial monthly engagement established.
- Body worn video scrutiny by OPCC –pilot undertaken. Next steps improved data to public to be agreed.
- Resource to support this and other parts of action plan now in place within OPCC

# 3 - Deep dive into force training on diversity and inclusion

## Action plan

- To ensure the emphasis is on educating their workforce
- To ensure there is a programme of ongoing training on unconscious bias and how to tackle subculture development within teams
- Reinforcement of the message that it is the responsibility of all officers to engage with communities appropriately

## Progress

- Approval given for force to invest in new 3 year programme to educate staff in equality, inclusion and diversity issues.
- Force have amended the 6 areas of focus to ensure focus on equality
- Chief Constable's road shows to officers and staff during focused on legitimacy, community engagement and the Black Lives Matter campaign. New diversity training being developed for 21/22.
- 3 Strategic leads identified to lead this area of work through 3 work streams : trust and confidence; transparency (including complaints) and organizational pride and engagement.

# 4 - Engagement with community leaders, key partners and influencers

## Action plan

- To undertake a stakeholder/community leader mapping exercise by the OPCC
- Establish a specific gypsies and travelers equality programme- Pan Hampshire
- To continue engagement with:
  - Constabulary BEAM leads
  - Strategic independent advisory group
  - Community cohesion officers
  - CSP portfolio holders
- To undertake ongoing community engagement communication campaigns throughout 2021

## Progress

- Engagement with Strategic IAG ongoing.
- BEAM leads continue to be engaged with.
- Pan Hampshire wide travelers and gypsies community support panel in place. Meetings set for 2021.
- Working group in development to oversee a pilot for negotiated stopping to manage unauthorized encampment risk.
- Gypsy/traveler report being finalized with recommendations for delivery during 2021 nearing completion.
- Know your rights material for the public being developed to support stop and search scrutiny process.

# 5 - Full review of OPCC policies, procedures and commissioning model

## Action plan

- Need to ensure BAME communities are being reached by our commissioned services
- Ensuring our contracted and commissioned services are reaching BAME
- Training and education of our staff

## Progress

- Action for Equality & Inclusion OPCC staff working group meets regularly.
- OPCC staff and volunteers training and events reinforce our commitment to equality, inclusion and diversity.
- Hate Crime chosen as one of the three priorities for the Youth Commission to focus on during next 12 months
- Identify priority business processes / policies for review and change ongoing.
- Youth Commission seeking greater support and membership from BAME communities has been successful.

# Timeline to March

Jan

- OPCC review body worn video scrutiny pilot undertaken in December
- Engage with constabulary as to next steps with 'Your View' panels
- Issue statements relating to NPIC disciplinary hearing
- Ensure precept consultation reaches Black, Asian, Chinese and other ethnic communities
- Commence OPCC staff equality, diversity and inclusion training
- Hold first joint OPCC/constabulary use of force scrutiny meeting to agree way forward for 2021

Feb

- SIAG chair in post - engagement with PCC
- Test options for Covid safe 'Your View' panels across districts
- Continue to update internal OPCC policies and role out staff diversity awareness programme
- Continue through monthly Legitimacy Board meetings to hold constabulary to account for the progress of each work stream.
- Hold CC/PCC scrutiny meeting

Mar

- Commence new look OPCC scrutiny of body worn video
- Hold Your View panels across identified districts and begin improved public data access
- Use of force/Taser scrutiny with OPCC and Joint Operations Unit to commence.
- Conclude internal OPCC staff equality, diversity and inclusion training.

# Indicative timeline

Apr

May

Jun