

Police Race Action Plan

Improving policing for Black people

Plan on a page 2022

Vision

A police service that is anti-racist and trusted by Black people.

What

NPCC and College of Policing are releasing a new police action plan that aims to address the significantly lower levels of trust and confidence among some Black people and the race disparities affecting Black people.

Why

The legitimacy and effectiveness of UK policing is built on relationships between the police and the public but there are long-standing challenges in our relationship with Black people. Levels of trust and confidence are significantly lower among some Black people and racial disparities exist that we cannot fully explain.

How

Our commitments

- 1 Zero tolerance of racism in policing.
- 2 Policing will adopt an 'explain or reform' approach to address the negative impact and outcomes experienced by Black people.
- 3 We will increase the awareness and understanding of every officer and member of staff of racism, anti-racism, Black history and its connection to policing through introduction of a mandatory programme of training for all police officers and staff.
- 4 The development of a representative workforce.
- 5 Policing will increase the involvement of Black communities in its work and improve support to Black victims of crime. Enable Black people to have their voices heard, raise concerns, work on solving problems in their community and provide feedback and improve support to Black victims of crime.

Outcomes

- Protecting the public
- Increasing confidence
- Being recognised as an anti-racist organisation
- Improving lives of Black officers and staff