THAMES VALLEY POLICE

Race Action Plan

2023-2025

Forewords

"As the Chief Officer leading this vital piece of work, I am resolute that the Race Action Plan is lifted from the page and turned into demonstrable action that improves the way we deliver policing services for and builds the trust and confidence of our Black, Asian and ethnic minority people and communities.

The action plan looks to deliver national and locally agreed plan outcomes relating to how we operate internally and externally. It is key that we are representative of all the communities we serve, and this is a key part of the plan.

Black, Asian and ethnic minority communities will only have confidence to engage with us and join us if they are reassured that this is not a 'tick box' exercise. I can reassure them that it is not, and delivery of the plan outcomes is essential to ensuring the culture of Thames Valley Police is fit for purpose and remains so."

ACC Dennis Murray, Race Action Plan Lead

Forewords

"
There is nothing more important in policing than ensuring public confidence. As we work to ensure that the operational efforts of Thames Valley Police drive down crime, bring criminals to justice and keep the public safe, it is vital that the police maintain the consent of every community. The force's Race Action Plan is designed to demonstrate the robustness and openness of Thames Valley Police in treating everyone fairly and with respect and ensuring that each community in Berkshire, Buckinghamshire, Milton Keynes and Oxfordshire gets the protection it deserves from the police. "

Matthew Barber, Police and Crime Commissioner Thames Valley Police

"
We applaud the approach Thames Valley Police is taking towards this important and challenging work and for being a standard bearer that other forces around the country will follow.

We are all seeking to bring about fundamental change in attitudes and behaviours which is no easy task. However, we are confident that with goodwill and a preparedness to listen and to engage, even when hard questions are being asked, that positive results will be achieved to the benefit of the Thames Valley and national communities. "

Calvin Wilson, Chair of TVP's Independent Scrutiny and Oversight Board

Institutional Racism and Communicating on Ethnicity

Institutional racism is a term that has been used and often debated but it can be poorly explained and generally misunderstood. With the launch of the National Race Action Plan and TVP's Race Action Plan, it is helpful to provide clarity on this term.

Sir William Macpherson (Macpherson Report) defines institutional racism as:

"The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people."

The Stephen Lawrence Enquiry (paras 6.34, pp. 49, 1999)

It does not label police officers as individuals or as a collective to be racists. This is about the institution as a whole, not the individuals.

Instead it is about the systems and processes that have been created over time, either by design or unintentionally resulting in ethnic minority people being disadvantaged.

Communicating on issues around ethnicity needs to be done sensitively, accurately and responsibly in order to maintain trust and confidence of communities, our work force and partners. Segregating race into broad categories without careful consideration on occasions where it is possible to be more specific results in exclusion. Terms including BME (Black and minority ethnic) which was first introduced in the 1970s and evolved to become BAME (Black, Asian and minority ethnic) in the 1990s are no longer helpful and we discourage using them in our communications.

We will endeavour to use the following principles around communicating about ethnicity:
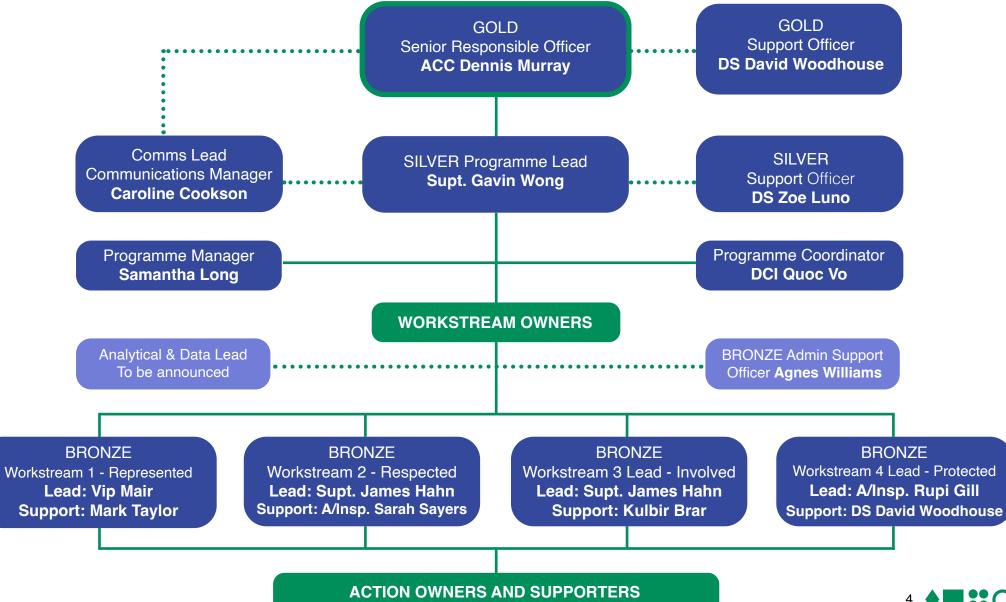
Writing about ethnicity - GOV.UK (ethnicity-facts-figures.service.gov.uk)

***Scan the QR code-
Writing about ethnicity***

Command Structure

Our Commitments

Improve support to Black and ethnic minority victims of crime

Zero tolerance of racism in Thames Valley Police

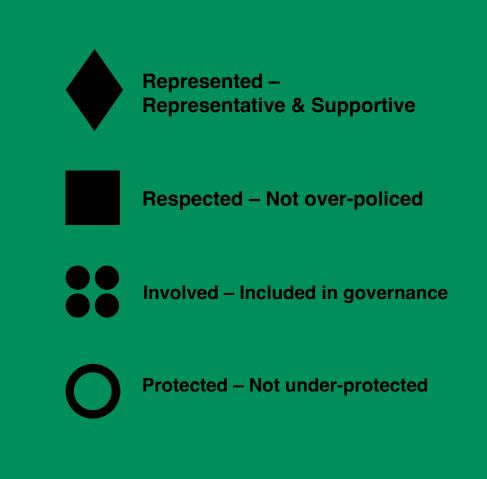Adopt an 'explain or reform' approach

Understand the history of policing Black, Asian and ethnic minority people and communities

Develop representative workforce and a culture of belonging

Increase the involvement of Black, Asian and ethnic minority people and communities

Improve support for Black, Asian and ethnic minority officers and staff

Our Key Pillars

Represented – Representative & Supportive

Respected – Not over-policed

Involved – Included in governance

Protected – Not under-protected

Pillar One / Represented
Representative and Supportive

The Force will focus on: Creating a police service that is representative of Black, Asian and ethnic minority people and communities and supports its Black, Asian, and ethnic minority officers and staff.

STRATEGIC AIMS

Mandatory training programme on racism, anti-racism, **Black, Asian and ethnic minority history** and its connection to policing

ACTIONS

♦ Create and deliver a bespoke Black history and anti-racism curriculum that complements the College of Policing minimum requirements and focuses on TVP history, experiences and lessons learnt. To deliver through TIA days initially, then expand knowledge forcewide. Target: 2023/4 Q3

♦ Develop and deliver face-to-face training for supervisor/manager/SMT to understand cultural difference within Black, Asian and minority ethnic staff and communities. To be made mandatory as part of the any officer wanting to gain promotion. Target 2023/4 Q4

♦ Establish and participate in annual in-person and/or online full day Black History Month and Race Equality Week learning events.Target 2023/4 Q2

♦ Develop a reverse mentoring scheme to be available to all the workforce, with CCMT and PSD IOs having a reverse mentor as standard.Target: 2024/5 Q2

Improve **recruitment, retention and progression** of Black, Asian and ethnic minority people informed by their lived experiences

♦ Based on Census 2021, increase overall representation to 4% and 12% for officers and staff from Black and Asian backgrounds respectively. This target also applies to departments that are particularly underrepresented, such as PSD, JOU, CTPSE and ROCU. Target: 2024/5 Q4

♦ Develop a process to ensure all new Black, Asian and ethnic minority officers and staff have a formal meeting with the LPA/Department Head and assigned a SMT SPOC to provide support and coaching/ mentoring opportunities. Target: 2023/4 Q2

♦ Review the representation of Black,Asian and ethnic minority officers, staff and community members on interviews and moderation panels. Develop a policy around consultation for the force. Target: 2023/4 Q4

♦ Review all current Positive Action initiatives available to officers and staff that measurably improve recruitment and progression of Black,Asian and ethnic minority officers and staff so that provisions can be made to advise the force if additional courses or programmes are required. Target: 2023/4

Pillar One / Represented
Representative and Supportive

The Force will focus on: Creating a police service that is representative of Black, Asian and ethnic minority people and communities and supports its Black, Asian and ethnic minority officers and staff.

STRATEGIC AIMS

ACTIONS

Address racial disparities through **pay gap reporting and force surveys** to capture experiences of Black, Asian and ethnic minority workforce

- ◆ Explore the best methodology to gauge an understanding of the lived experiences of Black,Asian and ethnic minority officers and staff within our workforce, to include force wide survey, focus groups and listening circles. Evaluate and share results for the process annually. Target 2023/4 Q1
- ◆ Publish an annual ethnicity pay gap baselined against the whole workforce and with recommendations for improvement. Target: 2023/4 Q4
- ◆ Develop a workforce Diversity Dashboard to cover race and gender initially that provides a breakdown of recruitment, retention and progression that can be published both internally and externally. Target 2024/5 Q1
- ◆ Develop and implement a mechanism to anticipate officers or staff from an ethnic minority background more likely to leave the organisation in order to retain or redeploy. Review ethnic minority leavers from the last 24 months, including retirees and offer 121s. Target: 2023/4 Q4

Addressing racial disparities in **misconduct and disciplinary processes** and that anti-racist practice informs the Professional Standards Dept.

- ◆ Develop a fair and equitable misconduct and complaints process from initial assessment through to investigation and outcome, to include a process for SAME and Black, Asian and ethnic minority officers and staff to provide peer scrutiny of severity assessments. Target: 2023/4 Q2
- ◆ Develop a policy that will enable SAME and Black, Asian and ethnic minority officers and staff to observe misconduct panels or hearings and sit on them by creating a cadre of suitable seniority if necessary. Target: 2023/4 Q3
- ◆ Ensure PSD SMT and PSD staff are routinely represented at annual BHM and Race Equality Week learning events to understand community grievances.Target: 2023/4 Q2
- ◆ Formalise the relationship and engagement with SAME and the Force D&I Team via an MOU such as review of Disproportionality Reports and Disproportionality Meetings. Target: 2023/4 Q2

Pillar One / Represented
Representative and Supportive

The Force will focus on: Creating a police service that is representative of Black, Asian and ethnic minority people and communities and supports its Black, Asian and ethnic minority officers and staff.

STRATEGIC AIMS

Enhancing support
for all Black, Asian and ethnic minority officers and staff, including alleged racial victimisation, harassment or discrimination

ACTIONS

♦ Identify the baseline from 2021/22 and increase the number of accredited internal workplace mediators from a Black and ethnic minority background by 5%. Target: 2023/4 Q4

♦ Develop a policy to enable Black, Asian and ethnic minority officers and staff are represented or involved in grievances (if requested by the aggrieved) involving Black, Asian or ethnic minority offices and staff. Target: 2023/4 Q4

♦ Develop a disproportionality tracker to include key indicators affecting Black, Asian and ethnic minority officers and staff; to include publishing of organisational data on grievances, Reg 13, UPP, secondment opportunities, acting opportunities and rewards by ethnicity.

♦ Develop a process of recording for all alleged racial victimisation, harassment or discrimination to identity patterns of repeat perpetrators, victims and workplace locations. Target: 2023/4 Q3

Pillar Two / Respected
Not Over-policed

The Force will focus on: Creating a police service that is fair, respectful, equitable in its actions towards Black, Asian and ethnic minority people and communities.

STRATEGIC AIMS	ACTIONS
Develop an approach to identify and tackle racial disparities in the **use of police powers**	■ Active use of data by area leads to identify and tackle disproportionality in the use of police powers. Target: 2023/4 Q1 ■ Develop and imbed high quality internal scrutiny and assurance processes to identify and tackle disproportionality in the use of police powers, including S163, use of force/taser, stop & search/S60, strip searches, young persons and custody. Target: 2023/4 Q2 ■ Provide evidence of intervention and challenge on staff behaviour deriving from complaints relating to stop & search and other police powers and ensure transparency in the complaints process. Target: 2023/4 Q2 ■ Complete an assessment as to whether the Force is complying with all use of police powers APP and ensure effective governance structure is in place. Target: 2023/4 Q4
Promoting consistent recording, analysis, monitoring and publication of **data on police powers** to tackle disparities	■ Establish and maintain high-quality analytical products around use of police powers including S163, use of force/taser, stop & search/S60, young persons and custody. Target dates: 2023/4 Q2 ■ Establish and maintain regular and accessible outward-facing communication products relating to police powers and their scrutiny. Target dates: 2023/4 Q4 ■ Adopt an annual publication scheme to show what officers are being trained on in relation to the use of police powers. Target dates: 2024/5 Q4 ■ Implement the recording of all vehicle stops under section 163 of the RTA . Target dates: 2023/4 Q2

Pillar Two / Respected
Not Over-policed

The Force will focus on: Creating a police service that is fair, respectful, equitable in its actions towards Black, Asian and ethnic minority people and communities.

STRATEGIC AIMS

ACTIONS

Strengthening governance of the use of powers through effective supervision and **community scrutiny** of police interaction

- Develop clear and consistent community scrutiny processes across the force, including sharing of good practice and giving the community opportunities to learn about use of police powers. Target: 2023/4 Q4
- Implement the ability for rapid community review of BWV/cases to inform and change tactics for live operations. Target: 2023/4 Q4
- Develop a framework to share use of powers data with relevant stakeholders including community groups, youth justice agencies etc. Target: 2023/4 Q4
- Implement a process to listen and learn from those affected by use of police powers to reform officer behaviours. Target: 2023/4 Q4

Improving the knowledge and **skills of all officers** on the use of powers, lawfulness, proportionality and necessity

- Training and CPD to all officers that go beyond procedural or lawfulness, focusing on fairness and respect, including legitimate use, decision making, communication, effective de-escalation, cultural impact and trauma. Target: 2023/4 Q4
- Additional training and support to SPOCs and supervisors to equip them to be ethical leaders committed to identifying and 'explaining or reforming' patterns of disproportionality. Target: 2023/4 Q4
- Derive learning from PSD and feedback from SPOCs, supervisors, CADOs and IAGs about workforce behaviours and share the learning with the wider organisation. Target: 2023/4 Q4
- Identify knowledge gaps among community scrutineers and deliver products and strategies to equip and inform their scrutiny of the lawfulness, proportionality and necessity of police powers. Target: 2023/4 Q4

Assessing the impact of **digital forensics** on Black, Asian and ethnic minority people to eliminate unconscious bias or discriminatory practices

- Be prepared for and implement the NPCC publication and scrutiny standards in relation to digital forensics (biometric data, facial recognition and artificial intelligence). Target: 2023/4 Q4
- Establish a data and analytical lead who will have oversight of all relevant race disparity metrics across relevant workstreams. Target: 2023/4 Q4

Pillar Three / Involved
Included in governance

The Force will focus on: Creating a police service that routinely involves Black, Asian and ethnic minority people and communities in its governance

STRATEGIC AIMS

Improving and building the evidence base on **effective community engagement**, sharing and piloting new approaches

Mapping community confidence and producing local action plans to support engagement

ACTIONS

- Map, present and inform community engagement pathways throughout TVP, accounting for the reasons, benefits and products of consultation. Target: 2023/4 Q1
- Improve and communicate engagement opportunities with young people and under 30s to listen and respond to the demographic most directly impacted by policing powers. Target: 2023/4 Q3
- Listen and respond to people who have lived experience of policing and use their feedback to drive improvements. Target: 2024/5 Q2
- Improve and publish the representativeness of our network of community engagement pathways, such as IAGs. Target: 2023/4 Q4

- Establish local confidence measures through engagement with grassroots agencies and their communities. Target: 2023/4 Q4
- Develop bespoke communication strategies to engage with the local Black, Asian and ethnic minority communities to listen and respond to their concerns. Target: 2023/4 Q3
- Implement effective plans to measure the trust and confidence of the local Black, Asian and ethnic minority communities. Target: 2024/5 Q4
- Empower local grassroots agencies and their communities to place an active role in guiding and evaluating policing practice. Target: 2024/5 Q4

Pillar Three / Involved
Included in governance

The Force will focus on: Creating a police service that routinely involves Black, Asian and ethnic minority people and communities in its governance

STRATEGIC AIMS	ACTIONS
Publishing **outcomes of engagement** and responses to issues raised by Black, Asian and ethnic minority communities locally	• Publish concerns raised by representatives of the local Black, Asian and ethnic minority communities and the policing response to their concerns, i.e. 'You said, we did' principle. Target: 2024/5 Q2 • Publish the minutes of key community engagement meetings. Target: 2023/4 Q3 • Publish data to show complaints raised by Black, Asian and ethnic minority communities and the outcomes of the corresponding complaints investigations. Target: 2023/4 Q2 • Publish the learning that has come from police engagement with local Black, Asian and ethnic minority people and communities. Target: 2023/4 Q2
Assess the impact of **neighbourhood policing** on community confidence, school liaison and community activities carried out by TVP	• Establish and sustain a format for engaging NHPT, VRU and PAET to coordinate their activities in the community. Target: 2023/4 Q3 • Understand the impact of neighbourhood policing activity on community confidence, tackle service gaps and share learning about good practices. Target: 2024/5 Q1 • Secure and use feedback on neighbourhood policing performance and engagement from the IAG network and community scrutiny panels. Target: 2023/4 Q3 • Establish pathways to listen and share community feedback about neighbourhood policing (including social media) and develop responses to build trust. Target: 2024/5 Q3
Develop a framework for reconciliation between policing with Black, Asian and ethnic minority communities based on evidence and good practice	• Effective utilisation of TVP ISOB, IAGs, CADOs to understand the concerns of local Black, Asian and ethnic minority communities, reconciling policing practices with community needs.Target: 2023/4 Q3 • Publish details of ways in which Black, Asian and ethnic minority communities can engage with the police including recruitment. Target: 2023/4 Q3 • Listen to people with lived experience of police interaction and measure their response to the steps we are taking for reconciliation. Target: 2024/5 Q2 • Publish examples of good practices between local policing with Black, Asian and ethnic minority communities in the Thames Valley. Target: 2023/4 Q3

Pillar Four / Protected
Not under-protected

> **The Force will focus on:** Delivering a police service that effectively protects Black, Asian and ethnic minority people and communities from crime and seeks justice for them.

STRATEGIC AIMS

ACTIONS

Address disproportionate Black, Asian and ethnic minority victimisation, enhancing victim service and our **response to hate crime**

- An effective system of gathering and analysing disproportionality data, to include repeat victims. Target: 2023/4 Q4
- Monitoring of victim experience data in all Black and ethnic minority victimisation: 1) 100% compliance with Victim Code; and 2) Annual evaluation of Victim Satisfaction data. Target: 2023/4 Q4
- Challenging the disproportionality in offences committed against Black including ethnic minority victims, especially regarding hate crime and serious violence by engaging with PCCs and Local Authorities. Target: 2024/5 Q2
- An increase in the confidence of Black, Asian and ethnic minority communities to report crimes, through improvement in the quality of investigations, increased positive outcomes, and better communication regarding how we police hate crime. Target 2024/5 Q4

Identifying opportunities for **additional funding** to support better outcomes for Black, Asian and ethnic minority communities

- Effectively utilise the expertise of partners to identify innovative approaches which better support Black, Asian and ethnic minority communities. Target 2023/4 Q3
- A measurable uplift in accessed funding for projects to address crime and disorder which adversely impacts upon Black, Asian and ethnic minority communities. Target 2023/4 Q4
- Embedded partnership working with victim support services and initiatives, which enhances the service provided to Black, Asian and ethnic minority victims and communities. Target 2023/4 Q4
- A program of internal initiatives aimed at tackling offences which cause the most harm to Black, Asian and ethnic minority victims and communities. Target 2023/4 Q4

Pillar Four / Protected
Not under-protected

The Force will focus on: Delivering a police service that effectively protects Black, Asian and ethnic minority people and communities from crime and seeks justice for them.

STRATEGIC AIMS	ACTIONS
Address any disproportionality in our **response to vulnerable groups** within Black, Asian and ethnic minority communities	○ Consistent and effective LPA approaches to engagement with communities. Target 2024/5 Q2 ○ Embedded partnership working with OPCC, Local Authorities, Health Care Providers and third sector organisations to support more effective intervention in cases of heightened vulnerability, such as exploitation and mental health. Target 2024/5 Q2 ○ Effective measures to prevent and respond to concerns, especially with regard to repeat missing persons, from Black, Asian and ethnic minority communities. Target 2024/5 Q4 ○ A measurable reduction in the harm caused by crime and disorder to Black, Asian and ethnic minority communities. Target 2024/5 Q4
Local crime prevention and deterrence to reduce victimisation and improve outcomes for Black, Asian and ethnic minority communities	○ Effective publicity of the impact and effort of work by the community to jointly solve local crimes together.Target 2023/4 Q2 ○ Increased partnership work with community interest groups and statutory partners. Target 2023/4 Q3 ○ Effective promotion of the value in working alongside the police, either directly with the community or via involvement in scrutiny panels and IAGs. Target 2024/5 Q2 ○ Effective delivery of neighbourhood level engagement and support for young people from Black, Asian and ethnic minority communities. Target 2023/4 Q4
Establish a Black, Asian and ethnic minority mentoring scheme where **mentors from ethnic minority communities** work with senior police	○ Identify potential mentors from Black, Asian and ethnic minority communities outside of Policing. Target 2023/4 Q2 ○ Establish a support program and framework to develop community mentors and maintain a sustainable mentoring program. Target 2023/4 Q4 ○ All members of CCMT and LPA commanders to have a reverse mentor outside of Policing who is from a Black, Asian ethnic minority community. Target 2024/5 Q2 ○ Effective evaluation and monitoring of the impact and behaviour change as a result of the mentoring. Target 2024/5 Q4

Plan on a Page- 22/25

Our Commitments

Zero tolerance of racism in Thames Valley Police	Adopt an 'explain or reform' approach	Understand the history of policing Black and ethnic minority people and communities	Develop a representative workforce and a culture of belonging	Improve support for Black and ethnic minority officers and staff	Increase the involvement of Black and ethnic minority people and communities	Improve support to Black and ethnic minority victims of crime

A police service that is representative of Black and ethnic minority people and communities and supports its Black and ethnic minority officers and staff.

Represented

	Mandatory training programme on racism, antiracism, **Black and ethnic minority history** and its connection to policing.	Improve **recruitment, retention and progression** of Black and ethnic minority people informed by their lived experiences.	Address racial disparities through **pay gap reporting** and **force surveys** to capture experiences of Black and ethnic minority work force.	Addressing racial disparities in **misconduct and disciplinary processes** and that anti-racist practice informs the Professional Standards Dept.	**Enhancing support** for all Black and ethnic minority officers and staff, including alleged racial victimisation, harassment or discrimination.

A police service that is fair, respectful and equitable in its actions towards Black and ethnic minority people and communities.

Respected

	Develop an approach to identify and tackle racial disparities in the **use of police powers.**	Promoting consistent recording, analysis, monitoring and publication of **data on police powers** to tackle disparities.	Strengthening governance of the use of powers through effective supervision and **community scrutiny** of police interaction.	Improving the knowledge and **skills of all officers** on the use of powers, lawfulness, proportionality and necessity.	Assessing the impact of **digital forensics** on Black and ethnic minority people to eliminate unconscious bias or discriminatory practices.

A police service that routinely involves Black and ethnic minority people and communities in its governance.

Involved

	Improving and building the evidence base on **effective community engagement**, sharing and piloting new approaches.	**Mapping community confidence** and producing local action plans to support engagement.	Publishing **outcomes of engagement** and responses to issues raised by Black and ethnic minority communities locally.	Assess the impact of **neighborhood policing** on community confidence, school liaison and community activities carried out by TVP	**Develop a framework for reconciliation** between policing with Black and ethnic minority communities based on evidence and good practice

A police service that routinely involves Black and ethnic minority people and communities in its governance.

Protected

	Address disproportionate Black and ethnic minority victimisation, enhancing victim service and our **response to hate crime**	Identifying opportunities for **additional funding** to support better outcomes for Black and ethnic minority communities	Address any disproportionality in our **response to vulnerable** groups within Black and ethnic minority communities	**Local crime prevention and deterrence** to reduce victimisation and improve outcomes for Black and ethnic minority communities	Establish a Black and ethnic minority mentoring scheme where **mentors from ethnic minority communities** work with senior police

GLOSSARY

TERM	MEANING
APP	Authorised Professional Practice- the official source of the professional practice for policing by the College of Policing
BWV	Body-worn video
CADO	Community and Diversity Officer
CCMT	Chief Constable Management Team
IAG	Independent Advisory Group
ISOB	Independent Scrutiny Oversight Board
LPA	Local Police Area
MOU	Memorandum of understanding
NHPT	Neighbourhood Police Team
NPCC	National Police Chief Council
OPCC	Office of Police and Crime Commissioner

TERM	MEANING
PAET	Positive Action Engagement Team
PSD	Professional Standards Department
S163	Under section 163 of the Road Traffic Act 1988, police officers have the power to stop a person driving a vehicle on a road.
S60	Section 60 of the Criminal Justice and Public Order Act 1994 allows a police officer to stop and search a person without suspicion.
SMT	Senior Management Team
SPOC	Single Point of Contact
TVP	Thames Valley Police
VRU	Violence Reduction Unit

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