

NORTHUMBRIA POLICE
**RACE ACTION
PLAN**



OUR PURPOSE

Keep people safe and fight crime.

OUR VISION

Deliver an outstanding police service; working with communities to prevent crime and disorder and protect the most vulnerable people from harm.

Protect the vulnerable

Protect vulnerable people and reduce harm in communities

Effective justice

Deliver outstanding investigations and support to victims

Prevent crime and disorder

Prevent crime and ASB by problem solving with partners

Outstanding organisation

One team, supportive, inclusive and committed to the highest professional standards

Intelligent policing

Using data and technology to reduce harm, keep the public safe and to manage threat and risk

Engaged communities, a trusted police force

Work with the public to establish trust and confidence through transparency, fairness and accountability

Determined.

01



Nobody is more determined than us to keep our communities safe.

CORE VALUES

Supportive.

02



A supportive, inclusive culture is everything to us. Full stop.

CORE VALUES

Passionate.

03



Our region is amazing. It's in our DNA to be passionate about what we do.

CORE VALUES

Dynamic.

04



We are brave and bold. We are dynamic in our thinking so bring on innovation!

CORE VALUES

Proud.

05



We are a team like no other. Proud of who we are and what we do.

CORE VALUES

CORE VALUES.

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FOREWORD

The legitimacy and effectiveness of policing is built on trust and confidence between the police and the public.

The National Police Chiefs' Council, in conjunction with the College of Policing, has developed and produced a Race Action Plan. Northumbria Police have adopted and further enhanced this plan to ensure it represents our local needs by identifying actions and activities that are focussed on the widest range of ethnically diverse communities we are so privileged to represent.

Our Race Action Plan has been developed with input from external stakeholders, as well as from internal colleagues including the Northumbria Police Ethnic Minorities Association and the National Black Police Association.

We know that delivering on the targets set out in the Action Plan will take time, effort, and commitment on the part of everyone. We also know that the plan is a vital element of building upon the trust and confidence which already exists between Northumbria Police and our communities, as we seek to enhance this position even further.

The Northumbria Police Race Action Plan purposely sets out specific, measurable actions which will help us to achieve this vision together. It is, of course, a living document, which will continue to be shaped by the input of stakeholders and which we will continuously monitor to ensure our priorities remain the right ones and progress is made against them.

Scrutiny is crucial to our success and the introduction of an Independent Scrutiny and Oversight Board, led by an independent chair, will provide vital external check and challenge on behalf of our communities.

As our plan clearly states, we will deliver policing services that protect and support those who have experienced racism and actively seek justice for victims; a police service that is fair, respectful and equitable in its actions towards all ethnicities; a police service that routinely involves in its governance those who have experienced racism; and a police service that is representative of our communities and supportive to every single one of its officers, staff and volunteers.

Across the Northumbria Police force area, we benefit from engaging and collaborating with many exceptional people and have built many strong and sustainable community relationships. These are built up from the willingness of our communities to engage with their local police officers, staff, and volunteers.

My vision is to ensure that Northumbria Police is a police service that is anti-racist and trusted by all – this is my commitment to people across Northumbria.



Vanessa Jardine

Vanessa Jardine,
Chief Constable,
Northumbria Police.

BACKGROUND

In order to work effectively, our Northumbria Police Race Action Plan must be supported by our entire organisation as well as the communities we serve – we recognise that this may take time.

Our plan is the first step in our commitment to building trust within our communities and is based on four key pillars to ensure Black, Asian and Minority Ethnic people are represented, not over-policed, involved and not under-protected.

Our plan has been developed from the National Race Action Plan with elements of it enhanced to represent our communities and organisation. The most significant change we have made to the National Race Action Plan is to include Black, Asian and Minority Ethnic communities.

Some of our Black, Asian and Minority Ethnic communities have lower levels of trust and confidence in our police service and there are racial inequalities that exist.

Our vision is to establish a police service that is anti-racist and trusted by Black, Asian and Minority Ethnic people.

To make this happen, we must tackle racial inequalities proactively.

Northumbria Police will provide officers, staff and volunteers with the tools they need to build trust and confidence with Black, Asian and Minority Ethnic communities and ensure that Northumbria Police is a representative and inclusive place to work.

REPRESENTED

Northumbria Police will address how we treat our people, including volunteers. We recognise there is an inequality around recruitment, retention and progression and will make changes to positively impact these areas.

We will focus on:

- Ensuring Black, Asian and Minority Ethnic officers, staff and volunteers feel valued and want to remain in Northumbria Police.
- Ensuring Black, Asian and Minority Ethnic officers and staff are able to develop and progress to senior roles.
- Ensuring that our training programmes reflect the history behind the poor relationship between policing and Black, Asian and Minority Ethnic communities.
- Providing training to our officers, staff, and volunteers so that they are confident in engaging and interacting with all members of our Black, Asian and Minority Ethnic communities.
- Assessing the reasons for inequalities in representation with Black, Asian and Minority Ethnic officers, staff, and volunteers by reviewing role, rank and length of service and developing individual plans to improve.
- Ensuring Black, Asian and Minority Ethnic officers, staff and volunteers who are victims of hate crime are thoroughly supported and any subsequent criminal investigation is conducted.
- Encouraging Black, Asian and Minority Ethnic officers, staff, volunteers and the wider communities to complete surveys to help us better understand their experience.
- Raising awareness of the Northumbria Police Ethnic Minority Association (NPEMA) throughout the organisation and ensuring the group is consistently engaging with our plan.
- Ensuring support mechanisms and mentoring work proactively with our departments and support associations.
- Working with NPEMA and internal departments to create a mentoring framework representative of all officers, staff and volunteers.
- Ensuring our complaints and misconduct procedures are fair and subject to scrutiny from Black, Asian and Minority Ethnic communities.
- Ensuring there is suitable diverse representation on panels during misconduct hearings.
- Establishing an Independent Scrutiny and Oversight Board (ISOB) to scrutinise our plan.
- Working with the College of Policing to ensure that recruitment and promotion pathways reflect the national standard.
- Ensuring all officers, staff and volunteers show an understanding of Diversity, Equality and Inclusion.
- Learning from other organisations and utilising recognised best practice in relation to Diversity, Equality and Inclusion.
- Reviewing our estates and ways of working to address any areas of inequality.

NOT OVER-POLICED

Northumbria Police will address how we interact with our communities and overcome any barriers.

We will focus on:

- Treating Black, Asian and Minority Ethnic people as individuals, taking account of their needs and vulnerabilities.
 - Developing and embedding best practice Community Engagement Guides linked to police powers to further improve the way we interact with Black, Asian and Minority Ethnic communities.
 - Developing a process to identify and address racist behaviours and bias.
- Ensuring training linked to police powers provides opportunities for group discussions which will help officers, staff and volunteers understand and limit racial inequalities.
 - Evaluating the use of all policing powers such as Stop and Search and Use of Force. We will ensure they are subjected to appropriate scrutiny including reviews of Body Worn Video.
 - Ensuring members of our Black, Asian and Minority Ethnic communities know how and where to contact us with their concerns about our use of powers.
 - We will work with all departments across the Force to understand and address inequality in all police work. This is above and beyond previously highlighted areas such as Stop and Search and Use of Force.



INVOLVED

Northumbria Police will increase the involvement of Black, Asian and Minority Ethnic officers, staff and volunteers as well as the wider community in our decision-making processes. Where we know there is a poor perception of policing, we will proactively address this.

We will focus on:

- Ensuring Black, Asian and Minority Ethnic communities are able to voice their opinions, to which we listen, take account and feedback improvements.
- Recognising trauma in the Black, Asian and Minority Ethnic communities caused by policing and making positive steps to address this.
- Acknowledging the long-lasting effects of problems in policing relating to racism.
- Working with our officers, staff, volunteers and partner organisations to inform how our plan will be delivered.
- Communicating effectively and appropriately with our Black, Asian and Minority Ethnic communities, and using our Community Engagement Teams to share best practice across the Force.

- Working with partners to improve our communications.
- Identifying where our Black, Asian and Minority Ethnic communities live and what issues are affecting them.
- Engaging with Black, Asian and Minority Ethnic communities to evaluate the effectiveness and fairness of our plan.
- Regularly reviewing our plan by working together with Joint Engagement Groups across our communities.
- Using data to identify where to focus activity to improve trust and confidence among Black, Asian and Minority Ethnic communities.
- Ensuring the history of policing Black, Asian and Minority Ethnic communities guides a joint understanding in order to build trust and confidence.

NOT UNDER-PROTECTED

Northumbria Police will address how we protect our local communities. We recognise people in our Black, Asian and Minority Ethnic communities and our organisation suffer from Hate Crime in various forms which we will address.

We will focus on:

- Ensuring those who have experienced racism feel safe.
- Working with local support services that make a positive difference to those who experience racism.
- Ensuring Equality Impact Assessments are undertaken to understand the needs and vulnerabilities of victims and witnesses who experience racism.
- Engaging with Black, Asian and Minority Ethnic community groups to improve our awareness and confidence in processes.
- Creating clear ways to communicate with communities to understand concerns and take a preventative approach to tackle hate crime.

