



**POLICE RACE ACTION PLAN:
INDEPENDENT SCRUTINY & OVERSIGHT BOARD
ANNUAL FEEDBACK REPORT**

EXECUTIVE SUMMARY

MAY 2023 - MAY 2024

IMPROVING POLICING for BLACK PEOPLE

The Race Action Plan



drawn by Holly & Becky from www.morethanminutes.co.uk

Image credit: Becky Bryson www.beckybryson.com and Holly Langley www.morethanminutes.co.uk

On 21 June 2023, around 60 people gathered in Penrith for the annual N8 PRP Policing Innovation Forum to discuss research, activism and innovative projects related to the **NPCC's** Police Race Action Plan. Representatives from academia, police, policy organisations, non-profits, and local government took part in panel and group discussions, sharing experience and best practice, identifying knowledge gaps, and finding new opportunities for collaboration.

[More than Minutes](http://www.morethanminutes.co.uk) created a record of the day's discussion.



01

OVERVIEW

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2023-2024 marked the penultimate year for the national Police Race Action Plan (PRAP) as a standalone Programme in its current format. It was always intended to be a four-year programme of work that would then be absorbed into the permanent structure of policing for the longer-term delivery of its anti-racism goal. As this report shows, fundamental tasks still need to be achieved. Raising internal and public awareness of PRAP's existence, establishing objectively discernible metrics and success measures, and reiterating the Plan to reflect feedback gathered over the Programme's three-year existence (including a public survey that is now approaching two years old) are just a few prominent examples of glacial progress.

As we highlighted in our report last year, the disjointed structure of policing, limited buy-in from central government, and the lack of uniform position from the police on institutional racism were fundamental hurdles to the success of the Programme. These remain.

We also outlined how difficult it was to carry out our role in scrutinising PRAP. The national Programme was cumbersome and opaque in its workings, disconnected from internal and external communities and local forces and lacked focus. Where we could identify activity, it wasn't easy to understand how it linked to measurable outcomes and success metrics.

Things have improved this year, not least due to leadership changes that brought new energy and focus to the Programme's work. National Police Chiefs' Council (NPCC) Chair, Chief Constable Gavin Stephens, has taken on the role of Senior Responsible Officer and has used his platform to reiterate his public acceptance of institutional racism in policing.

T/Deputy Assistant Commissioner Dr Alison Heydari has stepped into the role of Programme Director, making vital personnel changes within the central team structure. However, there is still a long way to go.

As we approach the final year of PRAP as a standalone programme, our 2024 Annual Feedback Report is dedicated to the three central recommendations from last year that were fully accepted by the central team. This final year is crucial as it sets the stage for the Programme's integration into the permanent structure of policing, marking a significant milestone in policing's journey towards achieving its crucial anti-racism goal.

Recommendation 2: Introduce tangible and measurable performance metrics;

Recommendation 3: Identify clear areas of focus; and

Recommendation 4: Increase engagement with external stakeholders.

While we prioritise these recommendations, it is crucial to clarify that the Programme has not adequately addressed our other recommendations from last year.

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Due to time constraints, PRAP must now concentrate on establishing a comprehensive framework for measuring the progress of police forces in becoming anti-racist. This framework must clearly define success metrics and establish mechanisms for tracking progress to ensure accountability across all forces.



02

OUR ASK OF THE NEW GOVERNMENT

THE NEW GOVERNMENT

The formation of a new government following the general election held on 4 July 2024 marks a new chapter for the UK, and, potentially, for PRAP.

Limited buy-in from central government throughout the four years of PRAP has had a significant impact on the overall progress of the PRAP and its delivery programme, including a lack of resources, limited performance metrics, and inconsistent engagement with individuals outside of policing. Policing has had 3.5 years to deliver against PRAP's anti-racist goal and continues to fall short of true success.

Anti-racism work requires specific expertise and for institutions to change, radical intervention is required with meaningful accountability behind it. Principled buy in to anti-racism in policing will never be uniform. This Programme needs to succeed whether or not individuals in policing personally believe in its goal.

Formation of a new government presents a unique and urgent opportunity for the Home Office to take immediate responsibility for PRAP. This shift, along with unlocking vital funding, would improve accountability, and encourage a forward-thinking roadmap, developed in partnership with policymakers and anti-racism experts.

Delivering on the overall aims that inspired the creation of the Plan and achieving an adequately funded strategy will provide the action needed to create a fairer policing system for Black people.



Picture by: Stefan Rousseau/PA Wire/PA Images



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ABOUT THE INDEPENDENT SCRUTINY & OVERSIGHT BOARD

ABOUT THE INDEPENDENT SCRUTINY AND OVERSIGHT BOARD (ISOB)

The Independent Scrutiny and Oversight Board (ISOB) exists to provide overview and external scrutiny of the Police's Race Action Plan.

The focus of the Plan is on the experiences and concerns of Black people due to the starkness of the racial disparities present in policing's interactions with Black communities.



ABIMBOLA JOHNSON

Chair & WS2

Abimbola Johnson is an award-winning human rights barrister who practises from Doughty Street Chambers. She was called to the Bar by the Inner Temple in 2011. Abimbola is also a legal commentator featuring across most mainstream news outlets. Her academic writing appears on the reading list for the LSE's LLB(Hons) course and she is a member of the Criminal Law Review's editorial board.



NICK GLYNN

Interim Chair - Dec '23 - March '24; WS2

Senior Program Officer at Open Society Foundations. Nick leads work on police accountability and justice in Europe, covering police powers, police use of force/violence, protest, drug policy reform, mandatory detention and discrimination within the criminal legal system.



KATRINA FRENCH

WS3; WS4

Founding director of UNJUST C.I.C. Katrina is on a mission to address discriminatory practices and policies, UNJUST is focused on reimagining policing and the criminal legal system, promoting public safety and empowering the public to be agents of change.



COLIN DOUGLAS

WS1; WS3

Strategic communications and marketing specialist. Colin's clients have included the Equality and Human Rights Commission, Financial Ombudsman Service, Charity Commission and the Government Commercial Function based in the Cabinet Office.



RAM JOSHI

Data & Evidence; WS1, WS2

Experienced policy professional with an excellent track record of leading the delivery of public policy initiatives. Ram is a senior leader in the Civil Service, and also has experience of working in financial services regulation.



RACHEAL GRANT

Data & Evidence; WS4

A data scientist who has worked in the industry for the last nine years, predominantly within the public sector, supporting the Home Office, The Ministry of Defence and the Ministry of Justice, reporting and advising on sensitive high security data.

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