
KATE GREEN

**DEPUTY MAYOR
OF GREATER
MANCHESTER**

Rt Hon Suella Braverman MP
Secretary of State for the Home Department
2 Marsham Street
London
SW1P 4DF

Date: 20th October 2023

Dear Home Secretary

**SUBJECT: His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS)
A review of the police service's leadership and governance arrangements for race-related matters**

I write in response to the recent HMICFRS review of the police service's leadership and governance for race-related matters. As I outlined in my HMICFRS letter on race disparity in police criminal justice decision-making, I attach considerable importance to action to address disproportionality to secure public trust and confidence in policing.

I have received confirmation that GMP have assessed their position against the four recommendations.

HMICFRS Recommendation 1 – As soon as practicable, and no later than 31 March 2024, the National Police Chiefs' Council lead on diversity, equality and inclusion and the College of Policing should publish the revised 2018–2025 diversity, equality and inclusion strategy. This revised strategy should address fully the matters raised in The Macpherson Report: Twenty-two years on and include requirements for:

- forces to self-assess their implementation of the strategy;***
- National Police Chiefs' Council reviews of force self-assessments and/or***
- College of Policing peer reviews; and***
- sharing organisational learning within the police service from these reviews.***

I welcome the new toolkit that will provide forces with an ability to capture where they are on Diversity, Equality and Inclusion maturity and that this will be aligned to the new outcomes from the Police Race Action Plan. This will help forces to understand where they are in the journey on race, and refresh priorities against concerns and opportunities.

I have received assurance that GMP have carried out an appraisal of the current landscape with regards to race and policing, in preparing its 2023 Achieving Race Equality Report, due for publication shortly. Further to this, GMP is in position to complete a self-assessment on race and this maturity assessment would support scrutiny and help to focus on areas where more work is required.

HMICFRS Recommendation 2 – As soon as possible, the National Police Chiefs' Council and the College of Policing should finalise and publish the Police Race Action Plan. Forces should implement this plan, following its publication, without delay.

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I have received confirmation that GMP's Diversity, Equality and Inclusion Strategy and the actions within this are broadly aligned with those in the 2022 Police Race Action Plan. I welcome that the updated plan provides more clarity on accountability, setting out accountable bodies and target timescales. Some flexibility is required to reflect the particular risks and gaps that different forces have, based on their own societal ethnic make-up and factors relevant to policing. GMP is aware of the need for effort to address disproportionality in use of policing powers, and that further work is needed to address this and on addressing gaps in black workforce representation. It is developing plans accordingly in close conjunctions with my office.

HMICFRS Recommendation 3 – By 31 March 2024, the College of Policing should establish national standards for police diversity, quality and inclusion training

GMP will support the embedding of national standards for police diversity, Equality and Inclusion training, and working with the appropriate National Police Chief's Council portfolio leads will take place to implement change at a portfolio level. The standards must also be aligned with the Equality Act legal obligations and translate into policing and HR policy.

It's important to consider the needs of all in establishing new standards, such as through consultation with external stakeholders and staff networks and to complete equality impact assessments. Where the College of Policing has added new modules to national training materials, such as equality training, GMP have taken up these modules as part of business as usual and incorporated them into the training delivered, for example on student officer training.

Recommendation 4 – By 30 April 2024, the National Police Chiefs' Council and College of Policing should jointly implement the technology solutions and training required to make sure forces consistently record and share data.

Consistent and accurate data helps to continuously improve and inform decision making. GMP have been working on better quality and meaningful data with regard to race characteristics of victims and vulnerable people supported in incidents, though this will require time to deliver the desired outcomes.

The implementation and go-live of a new IT system is pending and while it will take time to build up a data repository that will deliver meaningful information to support problem solving, this will offer an effective tool to support scrutiny and evaluation.

There is more for GMP to do to capture demographic information, including for victims and witnesses, and the force is committed to improving in this area.

If there is anything further that I can provide in assistance, please do not hesitate to contact me.

Yours sincerely



Kate Green
Deputy Mayor of Greater Manchester