



Scrutiny & Accountability Board

Deep Dive

Progress of Force Race Equality & Anti-Racism Work

Microsoft Teams

5 April 2022

Attendees	
Police and Crime Commissioner Team	
Suzi Graham (SG)	Policy & Research Officer
Lee Jones (LJ)	Chief Executive
Hannah Jenkins-Jones (HJJ)	Strategic Lead for Scrutiny, Assurance & Equality
Lisa Morgan (LM)	Policy Officer Equality Diversity & Inclusion
Claire Perrin (CP)	Policy Officer Equality Diversity & Inclusion
Emma Wools (EW)	Deputy Police and Crime Commissioner
Jayne Woodward (JW)	Strategic Lead for Quality, Standards and Compliance
South Wales Police	
Deputy Chief Constable Rachel Bacon (RB)	Deputy Chief Constable
Martyn Jones (MJ)	Equality, Diversity & Inclusion Manager
Chief Superintendent Joanna Maal (JM)	Head of Corporate Services
Selina Moyo (SM)	Equality Diversity & Inclusion Programme Manager
Superintendent Martyn Stone (MS)	Head of Local Policing and Assurance
Assistant Chief Constable Mark Travis (MT)	Assistant Chief Constable
Carol Woodward (CW)	Assurance and Inspection Manager

.	Agenda Item	Content
1.	Introductions, Apologies and Scene Setting	<p>1.1 LJ welcomed attendees and introductions were made. LJ stated that the findings of the deep dive would be escalated to the Commissioner’s Strategic Board as this was considered to be a priority area at present.</p> <p>1.2 EW outlined the importance of the work on race equality and anti-racism in line with the Commissioner’s responsibilities and leadership, and the need for policing and criminal justice to work on rebuilding community confidence with ethnic minority communities of South Wales. She emphasised that this was the starting point of what would need to be a series of ongoing scrutiny spotlights on various areas of the Joint Race Equality Plan.</p>
2.	Overview Presentation of Race Equality Progress	<p><u>Overview Presentation</u></p> <p>2.1 MJ presented the board with an overview of the progress of the force’s Race Equality and Anti-racism work. MJ highlighted the recent changes to the governance structure and increased resources within the Equality, Diversity and Inclusion (EDI) team. Alignment had been made with the themes in the NPCC Equality, Diversity and Inclusion strategy and the Chief Constable’s delivery plan when setting up the current structures.</p> <p>2.2 MJ provided an overview of the Joint Race Equality plan priorities, which included community cohesion, disproportionality data and achieving a representative workforce. MJ provided an update on the progress against each key output and advised that in some cases relevant reports and recommendations had been completed as part of the Criminal Justice in Wales (CJIW) strategic race group work, led by the Deputy Police and Crime Commissioner.</p> <p>2.3 MJ shared that a Business Information dashboard tool had been created to pull together data sets across all Human Resources domains and create real time visual reports, alongside a Coercive Powers dashboard encompassing ‘Use of Force’ and ‘Stop Search’ data to illustrate where disproportionality occurred. MJ referred to the establishment of the Independent Advisory group (IAG), which was enabling a focus on addressing disproportionality, including viewing and discussing Body Worn Video along with members of the Police Accountability and Legitimacy Group (PALG). MJ referred to progress in relation to engagement and communication, including a new external engagement senior manager role being appointed to develop and enhance the strategy, ongoing community cohesion work on hate crime, training, education, and partnership working.</p> <p>2.4 LJ invited questions and discussions on the content of the presentation and the paperwork that had been shared as part of the meeting. It was considered best to discuss everything in themes.</p> <p><u>Stop & Search</u></p>

2.5 HJJ referred to a recent Police Accountability and Legitimacy Group (PALG) meeting whereby the group discussed the recent reduction in disproportionality rates for stop searches. The group had asked what success in this area really looked like, assuming that a disproportionality rate of 1:1 for all ethnicities was the end goal, but it was noted that the question had been difficult to answer in the meeting. HJJ queried how the force would respond to this question publicly. It was positive that disproportionality was reducing, but she noted that any reduction showed there had clearly been something happening previously to make disproportionality apparent. She felt it was important to recognise this. It was also useful to reflect and consider what had been influencing the disproportionality reduction so that this could be built upon and further improved.

2.6 In answering the question, MT referred to the aims of the work undertaken by the Stop Search Gold Group, including clarity processes, strategic direction and better quality, transparency, and accountability. MT felt that there should be a focus on identifying individual officers and recognising behaviours of concern in relation to discriminating through stop search encounters.

2.7 RB stated that the force needed to continue to work on identifying unconscious bias and increase understanding of the data in relation to disparity, including through working with local authorities and partner agencies to recognise the profile makeup of the communities of South Wales. MS explained that the data portal showed a breakdown of the number of stop searches and disproportionality in each area of the force, and the portal's sophistication had progressed since previous discussions. This enabled really helpful interrogation of data.

2.8 MS felt that the force needed to better understand the reasons for the reduction in rates, weighing up whether there was a change in behaviour of officers or whether they were aware that there was a spotlight on stop search rates. MS referred to public perception whereby communities felt that individual officers were conducting regular stop searches due to what they had been told by the media. He agreed that work needed to be undertaken in relation to communication and trust issues as force data was not showing this to be the case. A lot of work had gone into raising awareness of disproportionality issues, including through the 'Let's Talk About Race' sessions for officers and staff. Whilst it was hopeful that the rates had reduced due to increased understanding, and therefore reduced unconscious bias, this may not be the whole picture, as it was possible that the reduction was due to officers knowing there was increased focus on their use of stop search. LJ emphasised the importance of continuing to find out the true case so that the disproportionality was sustainable.

2.9 EW pointed out that there continued to be some geographical areas in the stop search data where disproportionality was much more apparent. She queried how this would be explained to communities. In order to answer the question, MS showed the board members a screenshot of the data portal, and used the Neath Port Talbot area as the outlier example in terms of disproportionality. The disproportionality rate for black people in this area was 9.2 stops compared to 1 white person. However, interrogation of the data relating to this, showed this related to 3 black people in a whole year, and this was an illustration of how difficult it could be to explain the reality of the situation to communities. These small numbers

did allow force representatives to go and individually check each stop search for legitimacy, however, and this would ensure that any such stops were being fairly conducted. This was now being regularly carried out.

2.10 The Board acknowledged that this was positive work, and that there was an important message to get out to the public on the current data around stop and search. However, this needed to be sensitively balanced against the reported experiences that people were still relaying.

2.11 EW referred to the Welsh Government Disparity Unit and felt that it was important to ensure that South Wales Police and the Commissioner's team worked with the unit to share data and intelligence from across partners. RB agreed with this, and Lee also suggested the importance of Police & Crime Commissioners and Chief Constables trying to lead the way in making a difference in this area and working to communicate with the public on it. It was agreed that leadership and communication were key issues.

2.12 HJJ stated that community engagement in the force area often found young ethnic minority people expressing that they were regularly being stop searched. This was conveyed as recently as last week when the Deputy Commissioner met with a group of Somali mothers and discussed the experiences of their sons. It was often difficult to defend the data when these experiences were being conveyed. MS again shared a data portal screenshot with the group, showing a page that broke down stop searches by individual people. This showed that multiple stops of the same person were very rare, and again, this may need to be better communicated. SG suggested that sometimes community members may confuse stop searches with 'stop and accounts' that are not recorded. It was agreed that there was certainly a wider issue to tackle around true community perceptions, messaging and informing.

2.13 MT also emphasised that some of these issues were going to take time to resolve and that there continued to be impacts from media attention that may not always convey realities. In order to deal with this, it was recognised that engagement with the groups most affected would be the priority. EW also felt that the schools policing programme should be utilised to inform young people about stop search rights and realities.

ACTION 1: Force and Commissioner's team to consider education and engagement work that will help to sensitively convey the right messages to communities and partners about stop search. This needs to include up to date information on currently available data, stop search rights, and the differences between a stop search and a 'stop and account' or other police interaction.

Officer/Staff Training

2.14 HJJ queried whether any new training on race and anti-racism had been introduced since the Plan's inception and specifically asked if lived experiences were now included in training, as had been an important action in the Plan. She noted that the presentation referred to this action having been completed via the 'Diversity Matters: Inclusion Wins' course but pointed out that this course only utilised lived experience of internal staff and officers and did not heavily touch upon race

issues. There was still a need for external independent input and for mandatory training to reach the people that were less informed on the issues in order to encourage attitude and culture change. CP also queried whether the evaluation following the 'Lets Talk About Race' sessions was being used to shape and inform future training in relation to positive action, as use of positive action was often misinterpreted by internal officers and staff.

2.15 RB shared that she did not feel there was yet a clear enough process in place to truly tackle the issue of hearts, minds and culture on this issue, but that there was a plan of activity. Cultural change had also been recognised as an issue that had been added to the EDI Board Uncertainty and Issues Log. There was ongoing work to consider what exact activity needed to be carried out in this area and what the outcomes needed to be to effect behavioural change.

ACTION 2: Force to provide an update on the activity being planned to tackle cultural change relating to anti-racism, including what outcomes will be worked towards.

2.16 MS expressed that lived experiences still needed to be included in more training but that this had been hampered by Covid and the use of online training. He felt that rather than considering ways to add mandatory training courses to an already busy training programme, it would be important to instead use the 5 core training days per year for officers as a way to weave in a day on anti-racism and white privilege etc. He was intending to pick this up during the year.

2.17 MJ confirmed he was not aware that the Diversity Matters: Inclusion Wins course only included internal lived experience, and he recognised this was an issue to address in line with the commitments in the Joint Race Equality Action Plan.

2.18 JW acknowledged the impact that Covid would have had on getting real people into face to face training, but suggested that a video library of personal inputs could be produced so that it could be used in many courses. EW agreed and also suggested that lived experience inputs (whether in person or on video) should ideally be from people from the localities in which it was delivered in order to be really impactful and meaningful.

2.19 JW queried whether training referrals could also be used as an intervention when officers fell below expected standards in terms of their behaviour and attitude. MS felt this was starting to happen to some extent and that training records were being used for this purpose.

2.20 LJ felt that identifying clear actions on the plans to be undertaken in the area of training were important and should be revisited. EW emphasised the positivity in hearing that core training days would be used for anti-racism training and looked forward to hearing the detail on that. She also pointed out that all public sector partners were looking to improve investment on training regarding race and there could be opportunities to pool resources and consider how best to deliver on a shared basis. It was agreed these issues would be considered further following the meeting.

ACTION 3: Force to provide an update on how force training days will be allocated to anti-racism during the year.

ACTION 4: Force and Commissioner's team to explore options for multi-agency training in relation to anti-racism in order to pool resources and maximise opportunities.

Officer Initial Training Programme

2.21 HJJ referred to the Joint Race Equality Action Plan updates relating to the Professional Education & Qualifications Framework (PEQF) for officers, and queried the outcomes of the Equality Impact Assessment (EIA) that had been referenced. She asked if any biases in the entry and study processes had been identified as this was very important to understand for the sake of our communities. RB confirmed that she had recently asked for further work to be undertaken in relation to the EIA in this area as she felt it was under-developed. Changes needed to be considered for people wishing to study part time and to maximise opportunities for applicants from diverse backgrounds, including during the application process. LJ requested an update as and when it was available.

ACTION 5: The revised EIA findings and outcomes on the PEQF to be shared with the Commissioner's team when available.

Vetting

2.22 MS informed the Board that an important area of progress in reducing bias in recruitment was the introduction of the Vetting Appeals Panel that had now been set up. This enabled candidates with a protected characteristic that had failed vetting to be considered by a panel for any possible bias in the making of that decision. HJJ queried whether this was an automatic referral or if individuals needed to appeal and personally ask to be referred to the panel. It was confirmed that this was an automatic referral and should also be applicable to volunteers.

Hate Crime

2.23 LJ noted that positive outcome rates and victim satisfaction rates were down in relation to Hate Crime and stressed that this would need to be addressed.

2.24 HJJ requested a written update from the force on the results of the Hate Crime review, which had been referenced in the documentation for the board meeting. This would hopefully be able to demonstrate some of the progress that was likely being made in this area.

2.25 HJJ also queried whether the staff in the Public Service Centre had been upskilled in relation to dealing with Hate Crime reporting and recording as had been committed to in the Plan. MJ shared that all the recommendations in the Hate Crime review were being addressed by the force lead, including cultural competency training for Public Service Centre call handlers and Hate Crime officers. MJ also confirmed that the review outcomes would be shared with the Commissioner's team when the force had received them.

		<p><i>ACTION 6: Force to provide a written update on the results of the Hate Crime review, which had been referenced in the documentation for the board meeting.</i></p> <p>2.26 HJJ queried whether the force was any closer to being able to sub categorise hate crime categories on NICHE as had also been committed to in the Plan. Community members continued to be frustrated and surprised that it was not possible to break down, for example, religious hate crime into Islamophobic hate crime percentages. HJJ noted there were technology issues with this request but emphasised that the initial requests to the software providers had been started more than a decade ago and she wondered whether it was time to escalate this issue or get other forces on board to do the same in order to progress. CW confirmed she sat on a national group where this could be picked up. She agreed to do this at the next meeting and also confirmed she would look at alternative workarounds that other forces may be using relating to this recording in case there was anything else we could consider. CW was thanked for this suggestion.</p> <p><i>ACTION 7: CW to escalate the issue of being able to introduce sub-categories of Hate Crime on NICHE during the next national group meeting. CW to also contact other forces to see what alternative workarounds could be considered.</i></p>
3.	<p>Conclusions and Escalations</p>	<p>3.1 LJ summarised the board’s discussions. He acknowledged there was a positive amount of activity going into the work in the Plan but that the emphasis needed to be on outcomes more than outputs. This may need further thought and it was likely that a refresh of the Plan and its outcomes would be helpful.</p> <p>3.2 EW agreed with LJ and felt a refresh was required. She also felt that the draft Outcomes Framework developed by HJJ should be finalised and utilised if it hadn’t already been. RB confirmed that work on outcomes and indicators had begun but that it needed to be confirmed and shared with the Commissioner’s team.</p> <p>3.3 LJ and EW thanked everyone for all of the honest and candid contributions throughout the meeting and confirmed that a number of areas would inevitably need to be revisited due to their complexity. A summary of key issues arising would also be escalated to the Commissioner’s Strategic Board.</p>
4.	<p>Any other Business</p>	<p>4.1 LJ confirmed that the findings and any recommendations from the deep dive would be shared with the board at the next meeting and minutes would be shared in advance.</p> <p>4.2 There was no other business.</p>

Action Table

Number	Action	Owner
1.	Force and Commissioner's team to consider education and engagement work that will help to sensitively convey the right messages to communities and partners about stop search. This needs to include up to date information on currently available data, stop search rights, and the differences between a stop search and a 'stop and account' or other police interaction.	Force and Commissioner's Team
2.	Force to provide an update on the activity being planned to tackle cultural change relating to anti-racism, including what outcomes will be worked towards.	Force
3.	Force to provide an update on how force training days will be allocated to anti-racism during the year.	Force
4.	Force and Commissioner's team to explore options for multi-agency training in relation to anti-racism in order to pool resources and maximise opportunities.	Force and Commissioner's Team
5.	The revised EIA findings and outcomes on the PEQF to be shared with the Commissioner's team when available.	Force
6.	Force to provide a written update on the results of the Hate Crime review, which had been referenced in the documentation for the board meeting.	Force
7.	CW to escalate the issue of being able to introduce sub-categories of Hate Crime on NICHE during the next national group meeting. CW to also contact other forces to see what alternative workarounds could be considered.	Carol Woodward