

Rt Hon Alun Michael JP OStJ FRSA

Comisiynydd yr Heddlu a Throseddau De Cymru
Police and Crime Commissioner for South Wales



16th Oct 2023

POLICE & CRIME COMMISSIONER RESPONSE TO THE HMICFRS REVIEW: 'A REVIEW OF THE POLICE SERVICE'S LEADERSHIP AND GOVERNANCE ARRANGEMENTS FOR RACE-RELATED MATTERS'

This review details leadership and governance arrangements for race related matters in police services. The review found that there the leadership and governance arrangements for race are unclear, the home office believe it is the responsibility of the NPCC and the complexity of the NPCC and its various portfolios and co-ordination committees restricts its ability to carry out improvement activity. However, the report notes there are areas of encouragement, particularly within Wales and with the Criminal Justice In Wales Anti-Racism Action Plan.

As it is was recognised within the MacPherson's inquiry and again more recently within the Casey review, there is a systemic issue with regards to race in policing. My office, together with other Welsh criminal justice partners, have committed to meeting the actions within the Criminal Justice In Wales Anti-Racism Action Plan in order to drive the change and reduce harm. As such, I note the recommendations within this review and will align these areas to our scrutiny and oversight of South Wales Police.

The Chief Constable and I are both eager to ensure that lessons are learnt and bridges are built with the racially marginalised groups, who for too long have been let down by policing. The Deputy Chief Constable Bacon summarises her views on the report as follows:

'South Wales Police welcomes this review following on from the 'Macpherson Report: Twenty-two years on', and agree that race should be addressed in all the inspections conducted by the HMICFRS going forward. This thematic review looked at the polices national leadership and governance arrangements for race related matters this review was part of a series of inspections of race and policing.

South Wales Police have applied the four tests for institutional racism identified by Baroness Casey in her most recent review :

- There are racists and people with racist attitudes in our organisation*
- Staff experience racism at work which is either ignored or dismissed*

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Mae'r Comisiynydd a'i dîm yn croesawu gohebiaeth yn Gymraeg neu Saesneg
The Commissioner and his team welcomes correspondence in Welsh or English

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- *Racism and racial bias are reinforced within systems*
- *The force under protects and over polices black heritage people.*

South Wales Police have concluded that the definition fits and that they are institutionally racist.

As identified within the report the Anti Racist Wales Action Plan and the Criminal Justice Anti Racism Action Plan for Wales have already been published. The plans set out ways in which the above four tests can be redressed.

South Wales Police will continue to work with the Police and Crime Commissioner to ensure that race and policing remains a priority in all future plans and scrutiny. The four recommendations from the report were all aimed at the NPCC and the College of Policing however South Wales Police will work with them to ensure that the recommendations are not only implemented but also effective.'

I am grateful for the Deputy Chief Constable's comments and the commitment to challenging racism in the criminal justice system in Wales. I will ensure my office works closely with South Wales Police to support them in breaking down barriers and driving the change that is needed.

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