

Police and Crime Commissioner for Dyfed-Powys response to:

Race and policing - A review of the police service's leadership and governance arrangements for race-related matters

Race and Policing: An inspection of race disparity in police criminal justice decision-making

I acknowledge the recommendations outlined in both reports and will monitor the Force's progress in implementing them. The Force response to this inspection was discussed at a meeting of my Policing Board on 3rd of October 2023.

I set out below my thoughts as well as reassurances I have received from the Chief Constable in relation to the recommendations within the reports which are relevant to forces.

Race and policing - A review of the police service's leadership and governance arrangements for race-related matters

Whilst there were no specific recommendations for forces within this first report I would like to comment on the activity that has already taken place and of that which is in progress.

Dyfed-Powys Police have a Police Race Action Plan (PRAP) working group in place which will self-assess the Force's implementation of the revised strategy. A designated Police Community Support Officer (PCSO) has been appointed to coordinate both the PRAP and the Criminal Justice Anti-Racism action plan for Wales. The PRAP working group reports to the Force Embracing Diversity Board which meet on a quarterly basis. This Board is chaired by a Chief Superintendent and influences the strategic equality objectives ensuring they are achieved.

Staff from my office are in regular contact with the leads on this piece of work and are assisting with the production of a joint Strategic Equality Plan for Dyfed-Powys Police and the Office of the Police and Crime Commissioner for 2024 to 2028. In addition to the plan itself my Head of Assurance is scheduling scrutiny work to further support the Force with this activity.

Through my Police and Crime Plan for 2021-2025 I support collective efforts to eliminate discrimination, harassment and victimisation and advance equality for all by fostering good relations between people.

Making race and policing a key priority will need to be a consideration during the development of the next Police and Crime Plan by the term four Commissioner.

All staff in both my office and the Force undertake training on equality and diversity. Should a national standard be implemented we will ensure that it is embedded into our existing equality, diversity and inclusion training plans.

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The Force is delivering the new College of Policing additional one-day custody training package within their custody refresher training programme. The training is designed to help custody officers and staff better understand vulnerability and make good decisions about detainees who may have specific needs.

Dyfed-Powys workforce data is reported on a monthly basis to HMICFRS. However I do recognise that there is room for improvement in the quality of the data.

The Force does have a current HMICFRS Area For Improvement (AFI) which states that the Force needs to improve how it records equality data.

I have had conversations with the Chief Constable regarding the Force's implementation of Niche, their new records management system. The transition has presented some challenges with data quality and recording which are being worked through by the Force performance and analytics team. I have been assured that the Force accepts that collecting this information is important to understand the extent to which each protected group is affected by crime, how this differs from those without protected characteristics, and whether a different approach is needed for these victims. I have been assured that work is ongoing to progress capture of protected characteristics and once Niche is fully embedded there should be an improvement in all aspects of crime recording.

Race and Policing: An inspection of race disparity in police criminal justice decision-making

I am pleased that this report recognised the importance that my role as Police and Crime Commissioner plays in governance and oversight of criminal justice through the bringing together of other agencies via the Local Criminal Justice Boards (LCJBs).

I chair the Dyfed-Powys Local Criminal Justice Board which brings together senior representatives of criminal justice agencies operating in the Dyfed-Powys area. The Board's purpose is to improve the delivery of justice and the service provided to victims and witnesses. In 2006, the then Government rejected a recommendation by an independent review for LCJBs to play a larger role. I am keen to see progress on this going forwards following HMICFRS proposal that this decision is revisited.

It was recognised during the inspection that there was some green shoots of encouraging activity. Reference was made to some forces introducing their own independent custody scrutiny panels to gather, analyse and scrutinise information about some important criminal justice decisions. My office is keen to adopt this approach and is in the process of developing custody scrutiny panels.

My office already has other scrutiny panels in place; the Out of Court Disposal (OOC) panel and the Quality Assurance Panel. The Dyfed-Powys OOC Scrutiny

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Panel considers ethnicity and gender as part of its dip sampling exercises. The panel has been highlighted as best practice in a recent Magistrates Association report: Out of court disposals: Fit for purpose or in need of reform. ([221208 Report - Out of court disposals.pdf \(magistrates-association.org.uk\)](#))

I set out below my response to the recommendations specific to chief constables.

Recommendation 6

By 30 September 2024, chief constables should make sure that forces carry out comprehensive analysis of race disparity in police criminal justice decision-making. Where this analysis indicates that people from ethnic minority backgrounds are disproportionately affected, police forces should explain, or revise, their ways of working.

I am fully supportive of this data analysis and am actively encouraging the Force to look at how people from different ethnicities are treated from their initial point of contact to the end of the process within the Criminal Justice system. The Force is building data analysis into the work of the PRAP working group, with my office carrying out independent scrutiny. As an example, the Out of Court Disposal Panel mentioned previously are looking at cases of hate crimes in their October meeting.

At a meeting of my Policing Board meeting in May 2023, I raised the topic of Stop and Search. I questioned the Chief Constable on what the stop and search data was telling us and have requested that additional assurance activity be carried out.

Dyfed-Powys Police responded to my request in saying that that they recognise that when an individual is stopped, it can be a very traumatic time for them. Whether it is their first ever encounter with a police officer or they are from an Ethnic Minority group, Dyfed-Powys Police assured me that they have strategies and processes in place to ensure that everyone is treated fairly and respectfully.

Dyfed-Powys Police confirmed that every search record is reviewed by a Sergeant to ensure that it has been completed to the required standard and the grounds and search power used were accurate. Dip samples of search records involving Black and Minority Ethnic people are regularly conducted by an Inspector in each local policing area to ensure that there is no specific disproportionality.

Stop and Search records are also reviewed by the Dyfed-Powys Quality Assurance Panel and the Independent Advisory Group. Both groups are made up of volunteer residents. They give their feedback to the force on their perceptions of how searches were conducted. Both last reviewed records in September 2023. The outcomes of their reviews are published on the Force or OPCC website.

Recommendation 8

By 30 September 2024, chief constables should make sure that information from the Youth Justice Board summary disproportionality toolkit relevant to the force area is included in their force's analysis of police criminal justice disparity.

I understand that the Force will request access to the toolkit in order that this can be achieved.

At present the data can be shared with PCC partners who are listed in the data sharing agreement on a need to know basis, to discuss and address the issues of ethnic over-representation in the Criminal Justice System.

A representative from my office attends the Youth Justice Board meetings and has recently prepared a briefing for me on how the disproportionality tool works and what data it covers. My office will raise disproportionality in each of the Youth Offending Management board meetings as a topic to discuss. Key stakeholders at these meetings have also been requested to raise any issues on disproportionality. My office will continue to monitor the tool and Force attendance at these meetings will ensure they receive an initial overview of the data.

The Principal Manager of the Youth Support Service in Carmarthenshire attends the Dyfed-Powys LCJB which I chair. In September they presented a briefing on the work of the youth services in the region and will continue to keep myself and all members informed throughout the year.

Recommendation 10

By 30 September 2024, chief constables should make sure that work takes place with communities, police and crime commissioners, and other agencies to establish or build on arrangements for the scrutiny of police criminal justice disparity.

I have been assured that work is currently ongoing in the Force to establish a relationship with an external partner. This partner will assist with the facilitation of community engagement events where discussions on policing will be held.

Since coming into office I have regularly held my own Community Engagement days to keep in touch with the communities I serve. I visit organisations such as schools, businesses, voluntary groups and those who may feel vulnerable. I currently have a student on placement in my office who is identifying underrepresented groups within the Dyfed-Powys area to prioritise my future engagement activity.

As part of Hate Crime Awareness week in October I will be hosting a webinar involving a panel of expert speakers. This will include representatives from Dyfed-Powys Police, the Wales Hate Support Centre at Victim Support who provide support for victims of Hate Crime across Wales, dedicated local Community Cohesion Officers, and the National School Liaison Project Lead, who will provide

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valuable insights and solutions to address the growing concerns around Hate Crime.

Recommendation 11

By 30 September 2024, chief constables should make sure that information about criminal justice disparity is published on force websites, or that force websites clearly link to other websites where this information can be found. Published information should include any explanations for identified disparity and actions forces will take to address it.

All reports from both my OOC and Quality Assurance Panels are published on the OPCC website. The minutes from the Independent Assurance Group (IAG) are published on the Force website and the Stop and Search reports are published on the Force website on an annual basis.

I recognise that more needs to be done by both my office and the Force to ensure more detailed information is published in an accessible way. The OPCC website is currently under review, through which we will be considering how to improve access to such information.