



Your reference: N/A
Our reference: FOI_25_0419
E-mail: FOI
@gloucestershire.police.uk
Direct dial: 01452 754304
Postal Address: As above
Date: 11/07/2025

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_0419

On 14/04/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

Hello,

Under the Freedom of Information Act please can you tell me what action Gloucestershire police has taken to comply with the Police Race Action Plan since it was published by the NPCC in May 2022?

Please include:
Any changes to recruitment policies

The details of the PRAP training [PRAP Training - AWARD - Contracts Finder](#) including any course materials and the requirements on staff to attend.

A response was issued on 02/07/2025 and you have come back with further questions of:

Why has the Internal Race action plan not been disclosed as part of this FOI response?
Please can this document be disclosed asap.

Secondly, you do not make clear whether you are refusing to release the course materials under an exemption or whether no course materials are held by the force, please can you clarify?

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

- Community legitimacy panel - these are completely independent and hold the organisation to account on racism.

- PRAP Sliver meetings carried out By monthly, they hold leads to account and this is then fed into the legitimacy board which is supported by the Chief Officer Group.
- The better together team is proactively recruiting for a more diverse organisation,
- Internal Race action plan which is reviewed in the Silver PRAP meetings, with leads for each work streams these are then Rag Status to show any progress.
- The Stop and Search panel has community members on the panel that review the body worn videos and give feedback to the force.
- Work is ongoing with Professional Standards Department giving security and disproportionality for Race.

Please accept my apologies for not providing the PRAP Delivery Plan, it was not clear within your request that you required this.

Please see the attached document FOI_25_0419_PRAP Delivery Plan April 2025.

With regards to the disclosure of full names and the breakdown misconduct data this has been exempt under Section 40(2) of the Freedom of Information Act.

Section 17 of the Freedom of Information Act 2000 requires Gloucestershire Constabulary, when refusing to provide information (because the information is exempt) to provide you the applicant with a notice which: (a) states the fact, (b) specifies the exemption in question and (c) states (if not otherwise apparent) why the exemption applies.

With regard to the disclosure of full names and the breakdown misconduct data, the following exemption applies:

Section 40(2) Personal Information

Section 40(2) applies to third party personal data. This would not be released under the Freedom of Information Act unless there is a strong public interest. The disclosure of any information which could lead to the identification of an individual would breach the Data Protection Principles contained with the Data Protection Act 2018, namely the first principle which states that personal data shall be processed lawfully, fairly and in a transparent manner in relation to individuals

This exemption is absolute and class based therefore I am not required to apply either the public interest test or harm test in disclosure.

In accordance with the Act, this letter represents a Refusal Notice for this part of your request.

We are unable to share any course materials as they are delivered by a private company. Attendance was mandatory for all staff.

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information

Commissioner for consideration.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post –

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary



Police Race Action Plan

Gloucestershire Constabulary Delivery Plan

Objective	Owner	Progress	Risk
WS1: Internal Culture and Inclusivity (Represented)			
1	<u>Training</u> To increase the awareness and understanding of every officer, staff member and volunteer of racism, anti-racism, black history and its connection to policing with the introduction of a mandatory force wide programme. ■ Motala (L&D)	Progress: - The Leadership Academy Team along with SANs have designed a DEI toolkit that brings together a range of resources to cover the why for DEI, understanding bias, useful resources and tools for staff to upskill in this area. This went live on 1st October 2024. - Unreflected Reflections event was delivered to student officers and opened up to senior leaders in the afternoon. Disappointingly low attendance in the afternoon but the morning was well attended by L&D staff and the three current initial cohorts. Extended invitation was sent to DEI colleagues in Warwickshire Police and this has realised some collaborative opportunities. - One student officer cohort (04/24) and L&D trainers attended the Black History talk by Chris Lubbe at the Sabrina Centre. Remaining student officers and staff will be expected to watch the recording. - CLP members were invited to observe DEI training for initial cohort 05/24. One member attended and will feed back to the CLP but initial comments to L&D were encouraging. 2025 Progress: Force wide programme of black/black heritage history has commenced for 2024/2025 Mission diverse are delivery the programme of work to all appropriate members of workforce This will be complete in 2025 Further SDF session with senior leaders is planned This adds to the previously available resources which include: Breaking Barriers, Innovate, Rising Up and Breakthrough (ongoing work delivered and supported by Better Together) <i>TIMESCALE TARGET: 2025</i>	

2	<u>Recruitment</u> To increase the recruitment of Black people within policing ensuring it is representative of the Black community in Gloucestershire (1.9%)	 (HR)	Progress to date: Positive steps have been taken in relation to attraction and recruitment, however the desired outcome has not been achieved. At this point in time, additional cost saving measures are impacting this objective. PCSO recruitment has recently been paused as have a number of police staff roles due to the budget pressure. Application Data from 1 April 2024 to 20 August 2024 23 applicants from Black or Black Heritage backgrounds have expressed an interest in working for Gloucestershire Constabulary during the reporting period. Of whom: 12 applicants started the application but did not continue to submit a full application 7 applicants were unsuccessful at shortlist 1 applicant was unsuccessful at interview 1 applicant is yet to be interviewed 1 applicant has been offered a role and is awaiting vetting clearance 1 applicant was successful at interview and is a reserve applicant 1 applicant has commenced employment <i>TIMESCALE TARGET: 2026/27</i>	
3	<u>Recruitment and Promotion</u> Implement a national standard throughout all police officer recruitment and promotion processes. This will minimise the racial disparity that Black officers and staff face in selection and progression.	 (HR)	<u>October '23</u> Police Officer Recruitment in Gloucestershire Constabulary follows the national standard set by the College of Policing, this includes all non-mandatory best practice guidance. Additional internal and external positive action initiatives are available for applicants from diverse backgrounds. Promotion Processes in Gloucestershire Constabulary follows the national standard set by the College of Policing. Additional internal positive action initiatives are available for applicants from diverse backgrounds. The selection elements of the promotion processes are observed by the Police Federation and Superintendent Associations to ensure an impartial oversight. Ongoing	

4	<u>Promotion</u> <i>Effectively develop and promote Black/Black heritage colleagues using programmes such as Innovate, Reverse Mentoring, Stepping Up and the Breaking Barriers programme</i> <i>This objective is completely dependent on the success of Objective 2</i>	Better Together & Learning and Development Supt █ Motala	Progress: Embed and develop Leadership Development Programmes, such as ‘Innovate’, and utilise targeted recruitment to increase representation of black people In Leadership Roles <table><tr><td>Percentage of Officers at Inspector Level or Above that are Black</td><td>0%</td><td>0</td></tr><tr><td>Percentage of Staff at PO Level or Above that are Black</td><td>0.90%</td><td>1</td></tr></table> Attendees at Training Courses - Awaiting Update <table><tr><th></th><th>Courses Held</th><th>Delegates Attended</th><th>% Black Attendees</th></tr><tr><td>SLWB</td><td>11</td><td>103</td><td>1%</td></tr><tr><td>Innovate</td><td>5</td><td>68</td><td>0%</td></tr><tr><td>Stepping up to Lead</td><td>5</td><td>80</td><td>0%</td></tr><tr><td>FLL</td><td>5</td><td>77</td><td>1%</td></tr></table> <table><tr><th colspan="3">Courses Relevant to PRAP Workstreams</th></tr><tr><th>Course Name</th><th>Courses Held</th><th>Delegates Attended</th></tr><tr><td>Diversity, Equality & Inclusion</td><td>3</td><td>41</td></tr><tr><td>Valuing Difference and Inclusion</td><td>6</td><td>65</td></tr><tr><td>Stop & Search Initial (revised)</td><td>2</td><td>35</td></tr><tr><td>Stop & Search CPD Update</td><td>8</td><td>335</td></tr><tr><td>Section 60 Search Training</td><td>5</td><td>31</td></tr><tr><td>Vehicle Stops Training</td><td>1</td><td>18</td></tr></table> TIMESCALE TARGET: 2028/29 Next Steps: - Continue to publicise Innovate and ensure staff are being encouraged to access the full Leadership Academy offer - To evaluate success of programmes	Percentage of Officers at Inspector Level or Above that are Black	0%	0	Percentage of Staff at PO Level or Above that are Black	0.90%	1		Courses Held	Delegates Attended	% Black Attendees	SLWB	11	103	1%	Innovate	5	68	0%	Stepping up to Lead	5	80	0%	FLL	5	77	1%	Courses Relevant to PRAP Workstreams			Course Name	Courses Held	Delegates Attended	Diversity, Equality & Inclusion	3	41	Valuing Difference and Inclusion	6	65	Stop & Search Initial (revised)	2	35	Stop & Search CPD Update	8	335	Section 60 Search Training	5	31	Vehicle Stops Training	1	18
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5	To conduct an annual force survey/evaluation to capture data on experiences and perceptions of black officers	Better Together █	PQBI Lead and GEMMA Chair and decision has been made to wait for the Black Workforce survey (developed by NPCC PRAP Team) which is taking place in March 2025. A lack of trust and confidence has been identified which hinders our ability to conduct an internal survey – Black/Black heritage colleagues quote a fear in relation to being identified due to the small numbers in force. (This survey may be better placed being sent out from the ‘Better Together Team’ as this will aid the trust and confidence). TIMESCALE TARGET: 2024/25																																																		
6	To collate and report annually the Forces ethnicity pay gap in order to understand and address pay disparities.	Better Together Team	COMPLETE – Actioned by Better Together Manager. TIMESCALE TARGET: 2024/25																																																		

7	<u>Disciplinary Process</u> To develop anti-racist practices in PSD, including, disciplinarians and complaints processes.	Supt (PSD)	PSD have stated there is no evidence that there is disproportionality for black/black heritage colleagues based on current caseloads. PSD analyst produces PSD performance data. Lived experience (staff associations and better together team) challenges this. PSD has created a process where Better Together/GEMMA/CLP assess complaints process involving black/black heritage colleagues. June 2025 process needs to be followed from PSD as limited interaction with Better Together Team, new Supt for PSD to pick this up/ <i>TIMESCALE TARGET: 2024/25</i>
8	<u>Disciplinary Process</u> To minimise the racial disparity that Black officers and staff face in the disciplinary process and ensure appropriate support throughout the process.	Supt (PSD)	Progress: PSD actively monitor racial disparity in the disciplinary process and there is believed to be none based on current caseloads. The PSD analyst produces internal performance documents.  Professional Standards Performar Latest figures: 31 Police Officers currently either suspended (15) or restricted duties (16) 5 police staff (suspended/restricted) This remains red as there has been no evaluation around disproportionality. June 2025 PSD panel will be reviewing all cases and holding to account any disparity, new Supt for PSD to pick this up, (Better together Team have the TOR). <i>TIMESCALE TARGET: ONGOING</i>
9	<u>Vetting</u> Understand why black applicants are rejected at all stages of volume recruitment, specifically vetting	Better Together	<u>October '23</u> Better Together Team and PSD have a monthly meeting with vetting department to review and discuss those from underrepresented groups who have failed the process. <u>November '23</u> PRAP group determine this as BAU with a robust process now in place and this work will remain ongoing – cases are dealt with on a case by case by case basis – there has not been any refusals of clearance June 2025 Ongoing work with monthly interaction with 'Better Together Team'

10	<u>Misconduct and Disciplinary</u> To maximise the benefits of utilising Black officers, staff and scrutiny panels to inform PSDs' initial severity assessment, investigation and decision making process in forces	Supt for (PSD) and lead for Public Feedback Team	Progress: PSD appropriately consult with the Community Legitimacy Panel, Better Together Team and. Case by case decisions need to be made, and therefore it may not always be appropriate to consult at early stages of investigations- e.g. 'initial severity assessments'. This represents a relatively new way of working for any PSD and it is hoped this will be one of the issues which helps to build internal trust and confidence. June 2025 Continued support of Public Feedback team initiatives- e.g. drop in sessions at Barton Street Police Stations. Sharing of PSD analytical products. Feedback needs to be shared with the 'Better Together Team'. <i>TIMESCALE TARGET: 2024/25</i>	
11	<u>Training</u> Work with our local Black Police Association (GEMA) to develop an action plan, to deliver and implement a local bespoke version of the national products by the College.	■ Motala (L&D)	Progress: - Collaborated with GEMA ■■■■■ and BT for support with Unreflected Reflections event. Further engagement took place around the Black history training procurement. Ongoing collaboration between GEMA and L&D will be required to shape additional training linked to PRAP principles and actions. - Mission Diverse (what next)?? GEMA chair should explore this as the next step. Ongoing <i>TIMESCALE TARGET: 2024/25</i>	
12	<u>Hate Crime and Racial Victimisation</u> Develop the support for Black officers and staff who are subject to alleged racial victimisation or racially motivated harassment and hate crime from all sources both internally and externally	Supt ■■■■■ Cambell ■■■■■	Progress: All hate crimes committed against officers and staff receive contact from ■■■■■ County Hate Crime Coordinator (HCC) to ensure they have received sufficient support and that the seven point plan has been being followed. This is additional to the work of the victims hub and not an 'instead of', ensuring statutory obligations are being met under the EqA. A spreadsheet / record of contact is being recorded. Supt ■■■■■ Tite is updated every week with an excel spreadsheet. This ensures we can detect any repeat victimisation and offer any tailored support accordingly, to assess and minimise any potential risk to the individual and / or organisation. All crimes are updated on Unifi once contact is made as a transparent audit trail. Any immediate concerns, or identifiable risk is reported either to Supt ■■■■■ Tite, or an appropriate other. <i>TIMESCALE TARGET: 2024/25</i>	
WS2 : Not over-policed (Use of Powers)				

13	<u>Use of Police Powers</u> To effectively scrutinise disparities in vehicle stops, ensuring effective recording and analysis, facilitating training and CPD in legitimate use, decision making and communication.	NEW LEAD:tbc	Progress: We have incorporated the same Pronto recording form as other Pronto forces to collate information on S163 vehicle stops. This form is now 'live' and available in Pronto. As of September 2023 around half of all national Forces have begun to capture this data. A specific requirement from the NPCC was to ensure that the data collection was consistent across Forces, therefore using this form should meet this objective. Next Steps: • The CI will ask RPU and Firearms to start using the form as a pilot and therefore provide any feedback on its completion. This is in action as agreed. • In parallel to this, the CI will approach [REDACTED] to help develop a communication bulletin. This is pending the outcome of the pilot. • CI to Link in with [REDACTED] to see what they currently do for Pronto in general and any feedback from RPU/Firearms can also be considered. This is subject to the feedback from the pilot. • The expectation is that Forces will start to collate this information, given the commitment made by the NPCC to PRAP, but the development of local dashboards etc is probably something we can consider at a slightly slower pace. <i>TIMESCALE TARGET: 2024/25</i>	
14	<u>Use of Police Powers</u> To ensure appropriate use of Section 60 CJPOA usage, by effective scrutiny, recording, analysing and training in legitimate use, decision making and communication.	tbc (Local Policing) [REDACTED] Motala (L&D)	Awareness of section 60s raised across all Response Inspectors regarding correct procedure. The policy has been reviewed and disseminated. All section 60s will be reviewed at the Stop & Search Scrutiny Panel (Achievable due to the low levels across the county). Section 60 Training is included in the Stop & Search Core day inputs and in the L&D Training packages. CLOSED	

15.1	<u>Use of Police Powers</u> To ensure the legitimate Use of Force specifically for black people.	tbc (Local Policing)	Progress: There is still a disproportionate usage of Use of Force on Black Persons and Persons who are ethnically diverse. The below stats do highlight some significant work that has been completed towards this objective/task. But more needs to be done. Progress 1 In 2023 the UoF Scrutiny panel were asked to solely look at UoF occurrences on persons who are ethnically diverse. The panel did not find any racist behaviours by officers in connection with this analysis.																								
			Progress 2: The regular Inspector Scrutiny of Police Powers survey is conducted by Inspectors across our organisation. Since August 2023 the survey has run 4 times in August 2023, September 2023, October 2023, and March 2024. This survey requests Inspectors to complete very through scrutiny of randomly sampled UoF occurrences. Since this date 123 UoF incidents have received intense Inspector analysis This is a regular process that will continue to run and was complemented by HMICFRS. There has been a gap of 5 months since it was last run. The reason for this delay is that the cumulative total of Inspector working hours to complete this survey equate to approx. 50 working hours which translate into £1,535 in working time. Therefore a decision has been taken that this scrutiny will not be routine. 5 months is however too long and as such a new refreshed survey will be commission in September 2024 Whilst currently no direct Inspection has highlighted Racist behaviours there have been many learning points to take forward across our organisation that do not directly link the PRAP objective. One of these is better compliance with completion of UoF forms. Which is demonstrated by a significant rise in completion of the required forms which demonstrates compliance with policy <table><tr><th>Month</th><th>Number of UoF</th><th>BWV was used in % of cases</th></tr><tr><td>Nov</td><td>449</td><td>87%</td></tr><tr><td>Dec</td><td>671</td><td>88%</td></tr><tr><td>Jan</td><td>668</td><td>85%</td></tr><tr><td>Feb</td><td>547</td><td>86%</td></tr><tr><td>Mar</td><td>607</td><td>86%</td></tr><tr><td>Apr</td><td>706</td><td>85%</td></tr><tr><td>May</td><td>780</td><td>84%</td></tr><tr><td>June</td><td>665</td><td>82%</td></tr></table>	Month	Number of UoF	BWV was used in % of cases	Nov	449	87%	Dec	671	88%	Jan	668	85%	Feb	547	86%	Mar	607	86%	Apr	706	85%	May	780	84%
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July	796	86%
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Whereas the 3 year average monthly UoF is 464. The 3 year average BWV compliance rate is 55%

Current stats from August 2024

36 Month Avg:	6.76	Times more UOF Powers used on Black, compared to the general population of Gloucestershire
Latest 12 Month Avg:	6.56	Times more UOF Powers used on Black, compared to the general population of Gloucestershire
36 Month Avg:	0.72	Fewer UOF Powers used on Asian, compared to the general population of Gloucestershire
Latest 12 Month Avg:	0.86	Fewer UOF Powers used on Asian, compared to the general population of Gloucestershire
36 Month Avg:	1.06	Times more UOF Powers used on Mixed, compared to the general population of Gloucestershire
Latest 12 Month Avg:	1.11	Times more UOF Powers used on Mixed, compared to the general population of Gloucestershire
36 Month Avg:	1.53	Times more UOF Powers used on Other, compared to the general population of Gloucestershire
Latest 12 Month Avg:	1.46	Times more UOF Powers used on Other, compared to the general population of Gloucestershire

Due to the delayed implementation of Niche, a request has been made to ICT to add self-defined ethnicity data to Use of Force forms.

TIMESCALE TARGET: 2024/25

15.2	<u>Use of Police Powers</u> To ensure the legitimate use of Stop and Search specifically for black people.	tbc (Local Policing)	Progress: There is still a disproportionate usage of stop search on Black Persons and Persons who are ethnically diverse. The below stats do however evidence a decline in disproportionality since Jan 2023. Progress during this reporting period There has continued to be 3 public Stop Search Scrutiny panel meetings to assess Stop Search legitimacy. Minutes have been published on external site. Whilst there was positive and negative feedback for every scenario examined there were no examples of unconscious bias or racist behaviour against black persons. BWV compliance rate of recording for Stop search is very high at 95.1% Glospol find rate is 30.7% for all searches Glospol find rate is 32.7% for searches on ethnically diverse persons Glospol find rate is 35.9% for searches on Black persons Nation find rate is approx. 22% Black persons are <table><tr><td>36 Month Avg:</td><td>2.92 Times more likely to be Stop Searched compared to the general population of Gloucestershire</td></tr><tr><td>Latest 12 Month Avg:</td><td>2.75 Times more likely to be Stop Searched compared to the general population of Gloucestershire</td></tr></table> Ethnically Diverse persons are <table><tr><td>36 Month Avg:</td><td>1.46 Times more likely to be Stop Searched compared to the general population of Gloucestershire</td></tr><tr><td>Latest 12 Month Avg:</td><td>1.61 Times more likely to be Stop Searched compared to the general population of Gloucestershire</td></tr></table> Research being undertaken around implementing the use of Stop Search cards to give to people after they have been searched. Images of these are shown in Appendix 1. <i>TIMESCALE TARGET: 2024/25</i>	36 Month Avg:	2.92 Times more likely to be Stop Searched compared to the general population of Gloucestershire	Latest 12 Month Avg:	2.75 Times more likely to be Stop Searched compared to the general population of Gloucestershire	36 Month Avg:	1.46 Times more likely to be Stop Searched compared to the general population of Gloucestershire	Latest 12 Month Avg:	1.61 Times more likely to be Stop Searched compared to the general population of Gloucestershire
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15.3	<u>Use of Police Powers</u> To ensure the legitimate use of Taser specifically for black people.	tbc (Local Policing)	<u>October</u> Chief Taser Officer has now implemented an enhanced scrutiny process for Taser Firings and Red Dot usages on ethnically diverse persons. <u>November</u> Additional scrutiny is in place with a robust documented process this is BAU however further update from [REDACTED] required before this can be closed: • New Taser review system now being utilised with guidance from the NPCC • Subject's ethnicity is now recorded for all Taser use • The new system gives ability to easily assess an officers previous Taser use against any subject ethnicity BAU - CLOSED								

16	<u>Use of Police Powers</u> To utilise BWV to proactively identify and rectify racist behaviours against black people.	tbc (Local Policing)	<u>June</u> In July 2023 the UoF Scrutiny panel were asked to solely look at UoF occurrences on persons who are ethnically diverse. Since that date there have been 2 UoF panels that have looked at UoF in this thematic area. These took place in August 2023, Nov 2023. The panel did not find any racist behaviours by officers in connection with this analysis. However the feedback and decision making by the panels in connection with these occurrences are as follows: 16 case were reviewed 8 were graded as GREEN. 8 were graded as AMBER These minutes have been advertised on our external SoH. We have received a Good grading from HMICFRS in connection with UoF. UoF scrutiny panel membership has widened to include up to 12 members from external sections of the community. First meeting with new members was in May 2024. █████ Bourne to speak to GEMA to see if any further progress can be made on this. <i>TIMESCALE TARGET: 2024/25</i>	
17	<u>Training</u> Ensure constabulary training is amended to comply with the changes to the National Decision Model and Review existing programmes and activity against the National Policing Curriculum	█████ Motala (L&D)	<u>June</u> New NDM material was shared with training teams across L&D and is now reflected in their relevant training materials. This covers the initial training programmes, specialist training and CPD. CLOSED	
18	<u>Digital and Data Ethics</u> Ensure an ethical use of digital forensics (including how we collect forensic data, how long collection takes, specifically how long phones are away from victims and if there are gaps in evidence collection). Eliminating the influence of unconscious bias, assumptions or discriminatory practice (to include the use of biometric data, facial recognition and artificial intelligence).	█████ (Forensics)	Lack of national guidance which has hinders the progress of this objective. <i>TIMESCALE TARGET: 2028/29</i>	
19	<u>Digital and Data Ethics</u> Identify and challenge racial disparities in the use of data ethics including how we handle data and how we adhere to MOPI	█████ (Forensics)	Lack of national guidance which has hinders the progress of this objective. <i>TIMESCALE TARGET: 2028/29</i>	

WS3: Community Engagement and Relations (Involved)

20	<u>GEMA</u> Every Black officer and member of staff will be offered access to their local BPA or Race Equality Network. These must have the capacity and capability to provide strategic advice to chief officer teams, must offer bespoke welfare support to members and must enhance community engagement.	tbc (Strategic Lead)	<u>October</u> GEMA is available to every black and minority ethnic member of the constabulary. Recent events including the publication of the Casey review and consultations with the SANs network has demonstrated the positive impact that GEMA can have on constabulary governance, particularly advising the chief officer group. CLOSED	
21	<u>Community Engagement</u> Work with the NBPA, external partners and Black communities to improve relations, acknowledge and reconcile previous harms and engage seldom heard voices from Black communities.	[REDACTED] MacDonald (Neighbourhood policing) and [REDACTED] (DEI Manager)	Progress: Evaluation <i>TIMESCALE TARGET: 2025/26</i>	
22	<u>Community Engagement</u> Assess how our neighbourhood policing activities and education initiatives are serving/supporting members of our black community. Then ensure we have achieved a tailored approach in each LPA.	[REDACTED] MacDonald (Neighbourhood policing)	Progress: Mini Police was launched in September with a focus on the Gloucester schools to improve engagement with the significant numbers of black community in the area. This has included a Muslim faith school and there is a significant number of ethnically diverse mini police. Currently in 24 schools with 17 further ones wanting to join. Lessons are being delivered with other activities outside of the schools taking place. All feedback is very positive. There is continuing significant engagement through NHP Schoolbeat and Aston. Detailed plans around engagement and education are within their business plans. The new knife crime lesson plan is further supported by the VR Headsets for Gang and Knife crime and training will be delivered to staff on 23/24 April with partner agencies being included so Skillzone, Youth Support Services and third party sectors can also make use of this. Recruitment of VPCSO's continues although the take up is slow and we have two intakes planned in the coming months, this will increase the support of volunteers in policing to reach and engage with vulnerable and hard to reach groups. We work with Better Together to identify the best opportunities to engage with the black community and seek volunteers to become involved as SC's, VPCSO's and other volunteer roles across policing. Next Steps: To evaluate the success of initiatives. Remains an amber due to a lack of available data to monitor progress. <i>TIMESCALE TARGET: 2025/26</i>	

WS4: Not under-protected Against Victimisation

23	<u>Hate Crime</u> To uncover and understand information and data specifically around hate crimes related to Black People, enabling an effective response	██████████ Campbell (Hate Crime Lead)	Progress: The Constabulary continues to consistently exceed the Hate Crime outcome aspiration of 14%, despite a dip in performance during June (7.6%) and July (9.6%). During the month to date (August 2024), the overall outcome rate is 19.7%. The monthly average solved rate for Hate Crime in general over the last 12 months is 14.6% - an average which, again, exceeds the force's aspiration. Recorded Crime Trends: For Hate Crime in general across the Force, there is a general downward trend of offences over the last 36 months, albeit a slight upward trend between February and May 2024. We currently average 115 offences per month. The force has recorded below average numbers of offences for the past 12 months except for October 2023 (125) and May 2024 (128). Month to date, the force has recorded 63 offences. Specifically in relation to PRAP there is more fluctuation, over the same period of time, in relation to offences where there is a black or mixed black victim – albeit the force has registered above average reported hate crime for these victims during March, April, May and July 2024. We currently average 14 offences per month. Month to date, the force has recorded 4 offences. Solved Crime Trends: For Hate Crime in general across the Force, there is an upward trajectory of solved crime. Over the last 36 months, the average per month is 11.5%. Specifically in relation to PRAP there is a similar upward trend, over the same period of time, in relation to offences where there is a black or mixed black victim. The average outcome rate per month for these offences is 15.5%. There is therefore a better outcome rate (above the Force aspiration of 14%) for Hate Crime offences where the victim is of black or mixed black ethnicity when compared to Hate Crime in general. Gloucester, in particular, evidences an average monthly outcome rate of 20.5% over the last 36 months for PRAP victims of Hate Crime and, as a Force, the outcome rate was 42.9% and 40% respectively for March and April this year, declining to 16.7% in July. The Constabulary continues to benefit from a regular Hate Crime Monitoring group examining hate crime investigations across all strands and providing evidenced and balanced feedback where appropriate. COMPLETE
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24	<u>Hate Crime</u> Work alongside our local Black Police Association (GEMA) as well as external partners, to review local policies, guidance and training delivery, to ensure that police personnel have the knowledge, training and understanding of how to deliver the most appropriate service to Black people who are victims of hate crime and to their families	██████████ Campbell (Hate Crime Lead) Progress: • Hate Crime Coordinator (HCC) is working with L&D, Depend and RJ to compile educational video's which they are currently in the process of shaping. The video's will offer guidance for officers and staff outlining and showing the effective and appropriate use of Out Of Court Resolutions for Hate Crime - also ensuring the quality aspect and setting out the expectation that all OOCRs will have sufficient supervisory oversight and sign off. • Hate Crime Champions Training delivered to FCR and new transferees. • Support and guidance given to Glos City Council for their Black History Month event, by assisting them with the layout and content of their presentation. • National Hate Crime Awareness Week: HCC coordinated efforts for the NHS community bus to be part staffed by Police, NPT teams for community outreach sessions throughout the week of which the HCC took part in. • HCC assisted CPS SW and Glos City Council to host a Hate Crime Event at Shire Hall in Glos. • HCC attended a Neighbourhood Watch event at the Sabrina Centre and hosted a Q&A information table for questions about Hate Crime. The event was hosted by the Chair of the Hate Crime strategic group and supported by members of the IAG. Planned Activities for next period: • Hate Crime Coordinator (HCC) meeting with Supt ██████████ Tite regards building a Hate Crime policy due to some legislative changes to the recording of NCHI's and guidance on best practice. • Meeting ██████████ (Director Gloucestershire Race Collective) to ensure regular contact and engagement is taking place with numerous departments in the Constabulary and to encourage attendance at our county hate crime strategic meetings. • Working with Barton Street NPT Sergeant to ensure community confidence with local Muslim community members in the wake of the national disorders. Contact with ██████████ on Better Together with a view of meeting women's groups who are seemingly most vulnerable to anti- Muslim hate crime but less likely to report. NPT will re-visit friendship Café to assess confidence and see what further activities can be conducted to ensure all hate crimes and intelligence is being reported to us and that we are providing the right tailored support to victims should they wish not to report. • Third party reporting is being promoted by the hate crime coordinator at Victim Support, the Police HCC is in the process of coordinating and supporting these meetings. • The HCC is in the process of helping to review and refresh of the county-wide strategic partnership, having already had meetings with the OPCC & other partner agencies to promote attendance, specifically from those who are ethnically diverse to ensure sufficient representation. Proposal to amend Objective 24 part a): <i>Work alongside our local Black Police Association (GEMA) as well as external partners, to review local policies, guidance and training delivery</i> Proposal to amend Objective 24 part b): <i>Ensure that police personnel have the knowledge, training and understanding of how to deliver the most appropriate service to Black people who are victims of hate crime and to their families</i> TIMESCALE TARGET: BAU for 2024/25
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25	<u>Crime Prevention</u> To refresh crime prevention plans to improve the support to Black communities focusing on areas within plans that introduce initiatives designed to reduce victimisation and marginalisation experienced by Black people	MacDonald/ Chicken/ Campbell (Neighbourhood policing)	Progress: The crime reduction team now have a system that will THRIVE victims of crime and this will prioritise hate crime offences which will lead to advice being given to victims to help them reduce the risks of becoming further victimised and marginalised. Areas suffering repeated ASB are now identified and will be proactively patrolled as part of the ASB hotspot funding for 24/25. These areas are most often in deprived communities and town centres. Grant funding for the Serious Violence Duty has now been given out for the next financial year and this includes support for the Friendship Café to deliver sports sessions to the local community and the use of VR headsets to educate year 7-10 pupils across the county on gang and knife crime. GCC is currently renewing its youth support services contract and we will be looking to work with the new providers from 1/7/24 to develop initiatives. There continue to be numerous engagement activities as part of normal business that are planned. The Hate Crime co-ordinator continues to provide training inputs, review hate crimes and attend meetings as previously reported. Work is continuing around the SVD and the development of partnerships across the county in conjunction with the OPCC, the first reports for each area have been prepared and circulated to the Community Safety Partnerships across the county. Data sharing remains key to the SVD partnerships and still requires a significant amount of work to complete. Part of this is limited by current IT capability. Crime Prevention has moved across to NHP and this will result in some changes as part of the process and needs to be carefully thought through. <i>TIMESCALE TARGET: 2025/26</i>	
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26	<u>Protecting Vulnerable People</u> Improve police response and effectiveness in investigating missing persons incidents involving members of the black community	Bean (PPU)	Progress: No dip sample of cases or audits due to capacity. (no adult missing / safeguarding Inspector). <u>Breakdown from Compact data for this quarter (Aug – Oct 2024)</u> ➤ 28 reported cases of missing where the ethnicity is recorded as black. ➤ Of the 28 reports this refers to 12 different people of which 4 are repeat cases for the period. Only one case was an adult (18 years old) the remainder were children (17 or under). ➤ 23 of the reports relate to Gloucester LPA, 5 to other. ➤ 9 of the 12 cases appear to be in care / under care of LA. ➤ Risk – of the 28 reports the initial risk assessment breakdown as follows High 3 - Medium 23 – Low 1 and NA 1. ➤ No capacity to further research which of the cases are subject of CE, CSE or mental health. ➤ No capacity to further research which of these cases are victim or suspect of crime whilst missing. ➤ No dip sample as to accuracy of risk assessment. ➤ No dip sample as to length of time missing and the quality of the locate effort. ➤ Concerns continue to be raised by partners in respect of police classification of missing and concern for welfare, this is not bespoke to black children but it would impact when you examine our data. Please refer to letter to constabulary from the GSCP. Reply managed by Detective Superintendent Bean. ➤ We continue to dial into NPCC lead meetings, we await any final decision / product / amendments to APP from their consultancy work with affected families and community groups. NPCC are now recommending a PRAP missing scrutiny panel to forces similarly to those that exist for stop and search, use of force. <i>Suggested proposal to conduct a consultation on the revised Missing Persons Policy</i> TIMESCALE TARGET: 2025/26
27	<u>Protecting Vulnerable People</u> Improve police response and effectiveness in supporting vulnerable people with mental health issues from black communities	Bean (PPU) & Simmons (RCRP)	Progress: No update from the Patient and Carer Racial Equality Framework (PCREF). Nothing to report in terms of learning or adverse incident. No data available in terms of ethnicity of persons attended in terms of concern for welfare or detained section 136 MHA. Planned activities for next period • Ongoing review of the revised Missing Persons Policy. • Ongoing liaison with NHS colleagues re: PCREF reinvigoration. • Ongoing review of learning and CPD across constabulary. • Constabulary Governance, waiting on strategic and direction and ownership of missing thematic. <i>Note: There is a proposal/recommendation from the ongoing Crime Command review that the strategic lead for Mental Health and Missing People is moved out of Public Protection and transferred to Local Policing.</i> TIMESCALE TARGET: 2025/26

28	<u>Protecting Vulnerable People</u> Work alongside our local Black Police Association (GEMA) as well as external partners, to review local policies, guidance and training delivery, to ensure that police personnel have the knowledge, understanding and awareness to deliver the most appropriate care to a Black person in mental health crisis	█████ Bean (PPU) & █████ Simmons (RCRP)	Progress: There is an agreement with GEMA colleagues that they will be consulted as 'critical friends' regarding any proposed changes to policy/procedure/practice etc. <i>Note: There is a proposal/recommendation from the ongoing Crime Command review that the strategic lead for Mental Health and Missing People is moved out of Public Protection and transferred to Local Policing.</i> <i>TIMESCALE TARGET: 2025/26</i>	
29	<u>Problem profile</u> Undertake analysis (Including a problem profile for race disparity) to identify which crime types have the most disproportional impact on Black people and the service level that Black victims receive, ensuring black victims are supported at all stages of investigation.	█████ Fereday (CMIS/Change and Transformation)	Progress: In respect of investigations completed by CMIS ethnicity has been included in our performance dashboard and will be scrutinised as future monthly SLT performance meetings to identify any disparity and consider action required to address. This has started with CMIS dashboards to understand the data available and the opportunities it presents within the volume crime arena. Further discussions ongoing with PQBI as to how this analysis could be gathered force wide. During the SLT review of solved crimes against ethnic backgrounds, further scrutiny was considered, to add legitimacy to the review process. We have been able to identify a process of review, but the question was asked how we do those reviews to be meaningful. CI Middlemiss has taken an action to work with Better Together Team to create a working group of ethnic minority police officers to review closed crimes and considered any discrimination or difference in outcomes. This will add a more robust level of perspective and scrutiny to the process. Update: Assessment of data and recommendations for problem profile methodology report completed March 2025. <i>TIMESCALE TARGET: 2025/26</i>	
30	<u>OPCC</u> To establish a working relationship with appropriate government departments, to maximise the use of current funding opportunities and deliver more effective outcomes for Black people	(OPCC)	<i>TIMESCALE TARGET: 2024/25</i>	