

MPA /MPS HMIC INSPECTORATE RECOMMENDATION MONITORING AND REVIEW PROFORMA

REPORT: WINNING THE RACE 1, 11 and 111 ⁰

This proforma will be used by the MPA to assist it in monitoring and reviewing the MPS progress against the HMIC recommendations in all specific and thematic inspections. The details to be contained in each column is set out in the footnote below for the information and guidance of MPA and MPS staff who will be responsible for the development and delivery of actions on the recommendations.

HMIC Recommendation ¹	Links with other HMIC or internal Inspections ²	MPA monitoring and performance indicators and outcomes ³	MPS response and progress in achieving outcomes ⁴	Action by When ⁵	Action by Whom (MPA/MP) ⁶
Promoting and publicising CRR as core function of policing (CDO)					
1. Forces should publicly reaffirm their commitment to investing in good community and race relations as a core function of policing, this bring reflected in the production of sound policies and strategies. (Para 1.9, 3.1, 3.77, 34.78)					

⁰ If the format of this proforma is approved (subject to amendment following the MPA/MPS meeting of 27 April) it is proposed that it will be used for all future monitoring and review report. The proposal will be presented for discussion to the CCU and other relevant committees with the recommendation that it be reviewed at the end of March 2002.

¹ **Column 1** will outline the HMIC recommendation – including page and paragraph reference.

² **Column 2** will map those recommendations, including those from related HMIC recommendations, Internal MPS inspections and other relevant reports and or initiatives that can usefully inform the Authority's performance requirement. The MPS Inspections unit is readily resourced to and should therefore be primarily responsible for undertaking this initial mapping, exercise. MPA officers and lead members and Committees with responsibility for receiving reports will have the opportunity to comment and revise these, where appropriate.

³ **Column 3** specifies the MPA performance measures and outcomes that it will expect the MPS to deliver on. In addition the Authority may propose the need for broader range of related information that could be provided to support progress on a given recommendation.

⁴ **Column 4** will be completed by the appropriate Lead in the MPS.

⁵ **Section 5** will be completed by the MPA, in consultation with the MPS Inspection Unit. This section will set clear timescales for the receipt of information. This will be linked to key committee or pre-arranged meetings cycles. Some of the recommendations may require more regular monitoring than others, where this is the case, the MPS inspection unit will be responsible for ensuring that the relevant MPS Lead provide the information for the Authority in the timescales proposed.

⁶ **Section 6** will be completed by the MPS Inspection Unit and will indicate to the MPA, the Lead Directorates/Units and individuals that will be accountable for responding to the relevant recommendation(s). This information will assist MPA officers and members in gaining a clearer picture of the lines of accountabilities and responsibilities for progressing and responding to any HMIC report recommendations(s).

Neighbourhood, quality of life and non-crime measures (CDO)					
2. Forces give a higher priority to dealing with neighbourhood incidents and anti-social behaviours, i.e. quality of life issues. (Para 2.23)					
3. Account is taken of these non-crime issues in Annual Policing Plans and Divisional/Area/Borough action plans. (Para 2.23)					
Racist behaviour/language of officers (PSPM)					
4. Forces (who have not done so) should clearly state that they regard the behaviour of officers who show racial or other prejudice in their behaviour and language towards colleagues or members of the public as completely unacceptable. Clear procedures should exist for dealing effectively with such behaviour and regular communication to staff on number of complaints and sanctions imposed is encouraged. (Para 3.35)					

Community and Race Relations

<p>5. Training in community and race relations needs to be given greater emphasis and priority should initially be targeted towards first line supervisors. (Para 2.84 – 2.91)</p>					
<p>6. The community and race relations dimension should be explicitly recognised and catered for all relevant force training programmes. Specific community and race relation's modules should be introduced to courses where appropriate and separate training courses also developed. (Para 3.6 – 3.71)</p>					
<p>7. All community and race relations training should be properly monitored and evaluated. (Para 2.94)</p>					

<p>8. The skills of officer who have benefited national training opportunities arising from Holly Royde projects should be better utilised by forces. (Para 2.85, 2.94, 3.66)</p>					
<p>9. The contribution made to community and race relations by community beat officers and the value, which the public attaches to their role, should receive greater acknowledgement. In particular they should not be abstracted for protracted periods, unless absolutely necessary. (Para 2.26, 2.77, 3.67)</p>					
<p>10. The value of youth and school liaison officers to foster links and enhance the image of the police should be similarly recognised. (Para. 2.5, 2.79, 2.82)</p>					

<p>11. Forces should consider a community and race relations audit of all Divisions/Departments to identify their potential for improving community and race relations. (Para. 3.4)</p>					
<p>12. The community and race relations implications of policies, procedures and practices – including the planning of specific operations- should be routinely considered alongside other resource implications. (Para. 2.11 – 2.14, 2.34, 2.37. 2. 39, 3.5)</p>					
Personnel Monitoring (HR)					
<p>13. Recruitment, selection and promotion procedures should test individuals' attitudes towards race and diversity and all personnel specifications and role descriptions should include the individual's responsibility towards equality of service provision. (Para. 3.58, 3.59)</p>					
<p>14. Forces should contain their efforts to ensure their</p>					

<p>composition reflects the communities' they serve, but they need to more robustly address the question of retention of officers from various backgrounds as well as their recruitment. (Para. 2.72, 3.62)</p>					
<p>Community monitoring and consultation (CDO)</p>					
<p>15. Forces should recognise that 'community intelligence' is as valuable as 'crime intelligence' to effective policing and quality of service. (Para. 3.38, 3.39)</p>					
<p>16. Provision should be made for effective feedback of ethnic monitoring data both within forces and outside agencies and community groups to encourage reflection, dialogue, action (if necessary) and mutual understanding. (Para. 2.54 – 2.60, 3.61)</p>					

<p>17. Forces should monitor and plan for demographic changes in terms of age/ethnicity profile of the community they serve to ensure effective links with the younger generations in particular. Para. 1.9, 2.42, 2.43, 3.74)</p>					
<p>18. Forces need to re-issue the ACPO definition of a racial (now racist) incident, ensure systemic and comprehensive recording, effectively monitor patterns shown and improve the quality of response, including increasing the effectiveness of multi-agency approaches. (Para. 2.65, 2.66, 3.13. 3.31 – 3.34)</p>					

Gay, Lesbian, Bisexual and transgender community

19. Forces should establish policies and strategies for the policing of incidents and crimes against the gay community acknowledge their vulnerability as a minority group and establish systems and practices to deal effectively with homophobic attacks including monitoring arrangements. (Para. 3.14 – 3.30)

Quality of Life indicators

20. That the next round of discussions relating to national KPI's, there may be the case for introducing an indicator more specifically targeted to 'quality of service', relating to one of more categories of non-crime incident(s). (While the HM Inspector recognises the difficulties involved in introducing such indicators, the strength of feeling from the public in the communities visited with regard to the irritant of repetitive neighbourhood nuisance, affecting their quality of life, cannot be ignored. This is a significant aspect of this report.

<p>21. Staff appraisal procedures for police managers, supervisors, investigating and response officers must contain a specific assessment criterion on individual performance in relation to the handling of racial attacks and other diversity issues.</p>					
<p>22. Forces should establish achievable yet challenging targets for recruitment and retention of police officers and civilian support staff from ethnic minority communities.</p>					
<p>23. ACPO should develop further a Diversity Strategy for the Service to address this important aspect of policing. Chief constables should contribute actively to its formulation and adopt it as an integral part of their overall corporate approach.</p>					
<p>24. The Police Promotion Examinations Board should develop the OSPRE qualifying examination to include negative marking of candidates who display racist, sexist or homophobic behaviour.</p>					

<p>25. A Service-wide strategy for CRR training should be established that defines scope, key components and common minimum delivery standards.</p>					
<p>26. Forces should develop performance indicators constructed around local community satisfaction rates. Satisfaction rates must be measured regularly and individual results obtained for key sub-groups within the local community. Forces should use this information to identify gaps in the quality of their service delivery to the community at large and thus establish a linkage with the requirements of the Crime and Disorder Act.</p>					
<p>27. Forces re-examine their response to <i>“Winning the Race: Policing Plural Communities”</i> with a view to implementing as a matter of urgency the recommendations of the report.</p>					
<p>28. There should be a revised national CRR training strategy directly subordinate, and complimentary to, the ACPO Diversity Strategy.</p>					

<p>29. The CRR Occupational Standards, developed by NPT, are adopted throughout the Service and absorbed into PDR processes. These standards should become the principal tool for assessing staff in relation to issues of diversity, whether on performance review or selection processes.</p>					
<p>30. The Home Office, the Association of Police Authorities (APA) and ACPO have a focused and structured role in approving the training needs for the Strategic Command Course in relation to issues of diversity.</p>					
<p>31. NPT formulates its own specific CRR strategy and complimentary CRR training strategy, pan estate, which can give direction and clarity to faculty and department heads.</p>					
<p>32. Before conducting any CRR training programmes forces carry out appropriate training needs analysis to ensure that the training provided meets the requirements of both national drivers and local community needs.</p>					

<p>33. Only 'qualified' trainers are used in CRR training and that ACPO compile a suitable definition of 'qualified' that the Service can adopt with common accord.</p>					
<p>34. Forces have in place sufficient resources for sustainable CRR training programmes and that these allow for regular staff rotation.</p>					
<p>35. The Service adopts a national evaluation strategy similar to that recently developed by the Metropolitan Police Service, as this strategy has the potential to achieve the aspirational goal of independence that training evaluation requires.</p>					