

# Police Race Action Plan

## Improving policing for Black people

### Plan on a page 2022

#### Vision

A police service that is anti-racist and trusted by Black people.

#### What

NPCC and College of Policing are releasing a new police action plan that aims to address the significantly lower levels of trust and confidence among some Black people and the race disparities affecting Black people.

#### Why

The legitimacy and effectiveness of UK policing is built on relationships between the police and the public but there are long-standing challenges in our relationship with Black people. Levels of trust and confidence are significantly lower among some Black people and racial disparities exist that we cannot fully explain.

#### How

##### Our commitments

- 1 Zero tolerance of racism in policing.
- 2 Policing will adopt an 'explain or reform' approach to address the negative impact and outcomes experienced by Black people.
- 3 We will increase the awareness and understanding of every officer and member of staff of racism, anti-racism, Black history and its connection to policing through introduction of a mandatory programme of training for all police officers and staff. The development of a representative workforce.
- 4 Policing will increase the involvement of Black communities in its work and improve support to Black victims of crime.
- 5 Enable Black people to have their voices heard, raise concerns, work on solving problems in their community and provide feedback and improve support to Black victims of crime.

#### Outcomes

- Protecting the public
- Increasing confidence
- Being recognised as an anti-racist organisation
- Improving lives of Black officers and staff