

RESPONSE OF THE POLICE AND CRIME COMMISSIONER OF WILTSHIRE AND SWINDON TO THE HMICFRS REPORT

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

Police and Crime Commissioner's comments

I welcome the latest inspection from HMICFRS looking at race disparity in Police Criminal Justice decision making. The report further highlights the importance of ensuring diversity, equality and inclusion remains a focus for forces nationwide.

Wiltshire Police have ensured all officers use a single performance pack supported by a refreshed monthly performance dashboard. When fully rolled out the force will be able to comprehensively identify if people from ethnic minority backgrounds are disproportionately affected.

It is a disappointment delivery is expected in 2024. My office spearhead scrutiny panels and I expect the force to comply with all arrangements and information requested. During the pandemic my office led a panel to scrutinise the application of fixed penalty notices and ensure that no group was disproportionately affected. Assisting the Force learn lessons from the use of the powers.

I continue to regularly hold the Chief Constable to account on local strategies and delivery plans, including the Equality, Diversity, and Inclusion (EDI). This includes scrutiny of overall force activity and assurance testing. Analysis of disparity must take place and any areas of disparity be addressed.

PCCs represent their local communities and hold their Chief Constables to account. Best placed to ensure that representation within policing is reflective of the community and that the application of police powers is proportionate.