

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

### Race and Policing:

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

#### **Police and Crime Commissioner's comments**

I welcome the HMICFRS review and look forward to the College of Policing's (CoP) revised 2018–2025 Diversity, Equality, and Inclusion (DEI) strategy and delivery plan. It is effective leadership and training that will ensure all forces meet the CoP national DEI standards and deliver sustained improvements.

Wiltshire Police force have an Equality, Diversity, and Inclusion (EDI) policy and governance structure, which includes an overarching EDI meeting led by the Deputy Chief Constable. The strategy includes key objectives, with the EDI team heading up delivery as a force priority.

EDI also support the work within our communities and partnerships, through activities such as internal communications, liaising with independent advisory groups, peer and staff support networks and positive change officers.

A wealth of EDI resources are available to all officers and staff with Equality Impact Assessments looking at the effect of change on people with protected characteristics. This could include changes to an existing service, policy, strategy, function, event, or project.

A schedule of events such as the National Black Police Association Annual Conference, black history month and Annual internal EDI conference are built into the force calendar. Police Race Action Plans (PRAP) training is delivered to all sergeants, inspectors, chief inspectors, and staff complete mandatory EDI training.

The CoP will establish national standards, and they must bring about the change to ensure forces nationally are truly representative of all sections of our community they serve and have a commitment to enforcing a zero-tolerance approach to racism in policing.