

Enhancing Diversity in Policing

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Overview

- Policing in the UK
- National Police Chiefs Council (NPCC)
- NPCC Diversity, Equality & Inclusion (DEI) Committee
- Political Context
- Research undertaken by the National Centre for Social Research (NatCen)
- The Strategy and Chief Constables Pledge
- Toolkits
- Implementation and next steps



Policing in the UK

- 43 Police forces across England and Wales
- 43 Chief Constables accountable to 43 different PCC's (or elected Mayors)
- NPCC purpose
- College of Policing (CoP)
- NPCC Coordination Committees
- Role of the NPCC Diversity, Equality & Inclusion Committee



Political Context

- **Home Affairs Select Committee** Report stated “urgent and radical action” is needed to tackle gross under-representation of BAME people in the Police Forces of England & Wales.
- **The Right Honourable David Lammy MP**, Independent review into the treatment of and outcomes for BAME people within the Criminal Justice system.
- **Race Disparity Audit** to address disparity across the public service, exposed a number of uncomfortable truths





Research undertaken by NatCen

Conducting a landscape review and critical analysis that identifies the current work being undertaken in delivery of the diversity agenda within policing in the UK.

The delivery of a rapid evidence assessment that assesses the existing evidence base regarding diversity, and that identifies what works in relation to recruitment, retention, training and development, and also service delivery.

An external review of other organisations, both UK and international, including the armed services, fire, local government and the private sector to gain a better understanding as to how both sectors have experienced issues relating to workforce diversity and how they have sought to address it, and also how they have embedded diversity within service delivery.



Recommendations

- Leadership - Accountability
- Training as core
- Representative mentors
- Dismissal of hierarchies of protected characteristics
- Workforce statistics
- Build on existing networks
- Vetting
- Entry requirements
- Flexible working



The Strategy & Toolkits

- The NPCC 2025 Vision
- Chief Constables Pledge
- Our Workforce
- Our Organisation
- Our Communities
- Our Partners



Next Steps

- Implementation of the strategy and toolkits
- Peer Review
- HMICFRS insight
- NPCC lead to report back to HASC





Thank you for listening

