



***'RACE AND POLICING: A REVIEW OF THE POLICE SERVICE'S LEADERSHIP AND GOVERNANCE
ARRANGEMENTS FOR RACE-RELATED MATTERS'***
PUBLISHED BY HMICFRS ON 25TH AUGUST 2023
AVON & SOMERSET PCC RESPONSE DATED 20TH OCTOBER 2023

This report contains no recommendations for myself or the Chief Constable although I wanted to comment on Recommendation 2: "As soon as possible, the National Police Chiefs' Council and the College of Policing should finalise and publish the Police Race Action Plan. Forces should implement this plan, following its publication, without delay".

The first version of the [Police Race Action Plan](#) was published In May 2022. This plan aims to improve outcomes for people who are Black, or of Black heritage, and has four workstreams:

1. Represented (internal culture and inclusivity)
2. Not over-policed (use of powers)
3. Involved (community engagement and relations)
4. Not under-protected against victimisation.

To combat Institutional Racism the Constabulary have brought together the response to this and the [Identifying Disproportionality in the Avon and Somerset Criminal Justice System](#) into one project of work (Race in Policing), which is led by Assistant Chief Constable Will White. More information on this can be found in my [Annual Report](#). Since that has been published I have also approved a new deferred prosecution model which aims to reduce re-offending and help address disproportionality in criminal justice outcomes.

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