

Stephen Lawrence INQUIRY 10 years on

ACTION PLAN

STEPHEN LAWRENCE INQUIRY REPORT – 10 YEARS ON

AREA	ACTION OWNER	ACTION	MILESTONES	ACTION UPDATE
Recruitment Retention and Progression of Minority Ethnic police officers and police staff	Home Office NPIA APA	Continue with programme of positive action overseen by the Ministerial Minority Ethnic Steering Group (set out in Policing Minister's Assessment of Minority Ethnic Recruitment, Retention and Progression)	As set out in Ministerial Ethnic Minority Steering Group positive action Action Plan. The group meets regularly to scrutinise progress on actions and its membership includes independent community members.	<p>The Home Office has commissioned independent research to look at:</p> <ul style="list-style-type: none"> • why minority ethnic and female officers leave the police service early; and • how the National Exit Interview Questionnaire is being used by forces to assess reasons for leaving. <p>Three of the large metropolitan forces are taking part in the research study and have been identified as having the most leavers. The forces are; the Metropolitan Police Service, Greater Manchester Police Service and West Midlands Police. The process will include interviewing:</p> <ul style="list-style-type: none"> • ex-police officers who voluntarily resigned in the last 12 months • senior staff from HR department • line managers • representatives from local staff associations <p>A final report is scheduled for September 2010.</p> <p>A new Ministerial Equality Governance structure has been put in place by the Home Office to draw together and support future delivery of the new Equality, Diversity and Human Rights Strategy (launched in December 2009).</p>

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				<p>The Strategy has been developed jointly with the tripartite policing partners (the Home Office, the Association of Chief Police Officers ACPO, the Association of Police Authorities APA and supported by the National Policing Improvement Agency NPIA). It will drive the strategic priorities and outcomes agreed by policing partners and sets out a <u>national</u> framework for improvement that will be delivered <u>locally</u> by individual forces and police authorities. A strategy action plan is being developed which sets out what needs to be done to deliver the strategic priorities which focus on addressing equality issues.</p> <p>The new governance structure will include a new set of Ministerial Equality Groups tasked with looking at equality issues across the full spectrum of diversity strands. These Ministerial Equality Groups will oversee how the strategy is delivered and monitor overall progress of the strategy action plan. The groups include a Delivery Group that will be attended by senior representatives and two Equality Advisory Groups that will provide advice and expertise from both an internal and external perspective. The internal group will be attended by Chairs of the police national Diversity Staff Support Associations and the external focused group will be attended by independent community representatives. Work through these groups will commence from March 2010 and an annual report on progress will be published later in 2010.</p>

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		<p>The programme includes positive action on minority ethnic recruitment, representation in specialist units and research to understand why minority ethnic officers are leaving the service. The programme also includes monitoring the equality and diversity impact of the new police conduct regulations and roll out and implementation of local workforce representation targets.</p>	<p>Publish Good Practice Guidance by October 2009</p>	<p>The NPIA is about to release an Equality in Employment report which details the employment lifecycle in policing for women and minority ethnic police officers, PCSOs and staff. This report on the Workforce, Employment and Equalities Profile of the Police Service in England and Wales aims to bring together data from a range of sources on the workforce and diversity composition of the Police Service. The objective is to provide a baseline data report for policing, that will present in one document all the information available on the police workforce, the full range of employment activities and interventions, the outcomes, the metrics, and the underlying equalities data which will paint a clear picture of the current workforce composition. This report will serve as a template for each force, and the NPIA, to support the work on developing the People Strategy for Policing in England and Wales, and to support the Insight Programme, the Workforce Plan, by enabling individual forces to use the data contained in this report to forward plan for their workforce requirements over the next 3-5-10 years.</p> <p>In addition to this report, an improvement plan for Ethnic Minorities in policing has also been drafted. The first part of this plan is the creation of positive action guidance for police forces, updating previous Home Office guidance from 2006. This guidance will clearly define the difference between positive action and positive discrimination and explain forthcoming changes in employment law due to the Equalities Bill 2010. Crucially this</p>

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				<p>guidance will support the NPPIA's review of promotion and progression with the inclusion of best practice case studies about buddying schemes, attachments to specialist units and progression mentoring for Minority Ethnic officers and staff. This plan also recommends NPPIA support for recruitment campaigns targeted at Minority Ethnic groups. Forces will be guided in their recruitment efforts of Minority Ethnic staff by the Equality and Employment report and the BME improvement plan for policing.</p> <p>The APA has developed interim guidance, which is informed by current good practice, to assist police authorities and forces to develop and implement local targets. All police authorities will be setting appropriate targets in their 2011/12 policing plans.</p>
Stop and Search	NPPIA	Publish good practice guidance to forces on the effective and intelligence led use of stop and search powers building on the Practice Orientated Package (POP) picking up on good practice, in particular in the Staffordshire and the Metropolitan Police Service areas.		<p>Working with key stakeholders and advisors the NPPIA have used the principles of POP to develop "Next Steps" a diagnostic tool to ensure that community confidence is increased through the legal, accountable, efficient and effective use of Stop and Search. The initial draft will be published in January 2010.</p> <p>The Home Office are piloting new Stop and Search forms with a view to reducing bureaucracy. Action in the coming year will include:</p> <p>Pilot "Next Steps" in three forces – Spring 2010</p> <p>Roll out of Next Steps to a further 8 forces – 2010/11</p>

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		Forces continue to review Stop and Search forms including whether to use the approach taken by the MPS with the 13cmx10cm shortened form.		Evaluate "Next Steps" using British Crime Survey, Citizenship Survey and Section 95
Reporting and Recording of Racist Incidents	OCJR ACPO DCSF	<p>Continue with implementation of the Race for Justice Workforce recommendations to achieve better and more consistent monitoring of hate crime across the Criminal Justice System.</p> <p>Continue with the review of hate crime cases across six local CJS areas and implement changes as necessary.</p> <p>Continue with Race for Justice evaluation of racist incidents and crimes scrutiny bodies.</p>	Publish ACPO Hate Crime Manual by December 2009.	<p>The Race for Justice Programme is continuing and activity has been included in the Cross-Government Hate Crime Action Plan which was published in September 2009. The common definition of hate crime has led to better recording and will ultimately lead to full hate crime data being published</p> <p>The audits of hate crime performance within LCJB's have been completed and a 'Toolkit' has been produced to enable all areas to assess their own performance. All LCJB's will be invited to workshops on the toolkit during March/April of 2010. The Crown Prosecution Service has rolled out the hate Crime Scrutiny Panels to all areas.</p> <p>The Hate Crime Manual is still under consultation and is now expected for publication in April 2010</p>

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		<p>Publish refreshed ACPO Hate Crime Manual.</p> <p>Report on the work being undertaken by DCSF on black pupils exclusion and schools reporting of racist bullying.</p>		<p>Following the Priority Review <i>Getting it. Getting It Right</i> published in September 2006, the then Department for Education and Skills began a project in September 2007 to reduce exclusions of Black Caribbean and Mixed White Black Caribbean (BC/MWBC) pupils. Twelve local authorities and almost eighty schools took part. Materials were developed as part of the project covering: use of data to close the exclusion gap; pupil perception; development of a whole school ethos; and a solution focused approach. A DVD has also been produced to support the materials which are available on the National Strategies website http://nationalstrategies.standards.dcsf.gov.uk/node/161362.</p> <p>Sir Alan Steer's report on behaviour, published in April 2009, recommended that high-excluding local authorities should be supported and challenged. National Strategies Regional advisers have started a programme of work to challenge authorities since the summer term 2009. Disproportionate Black Caribbean exclusion rates are one of the factors in choosing the local authorities to be supported and challenged.</p> <p>Regional Advisors will work with local authorities and a member of the senior management team where there are disproportionate exclusions of BC/MWBC pupils. We will be monitoring the impact of the materials through annually published Local Authority level exclusions data.</p> <p>Data on ethnic background for pupils who received fixed period and</p>

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				<p>permanent exclusion is collected nationally and published annually. Further data on permanent exclusions by ethnicity for local authority was published on 8 October 2009 and is available by school type for Government Regions. http://www.dcsf.gov.uk/rsgateway/DB/SFR/s000860/index.shtml</p> <p><u>Schools reporting of racist bullying</u> In December 2009, Department for Children, Schools and Families (DCSF) started its consultation on the introduction of a new duty on maintained schools and short-stay schools to record serious and persistent incidents of bullying between pupils, racist incidents and incidents of verbal and physical abuse against school staff. The ongoing consultation is asking whether the new duty should require schools to report all bullying incidents to their Local Authority, and whether types of bullying incident (e.g. racist, disability related, homophobic, etc.) should be recorded and reported. The consultation ends in March and once we have worked through the detailed implications of the proposals we will legislate at the earliest possible opportunity in 2010.</p>
DNA Database	NPIA Home Office	Undertake second stage of the Equality Impact Assessment of the National DNA Database (NDNAD), take forward recommendations from both	Review EIA October 2009 and January 2010 Publish consultation responses by September	<p>The NPIA has carried out a full Equality Impact Assessment (EIA) of the NDNAD and the Association of Chief Police Officers (ACPO) DNA Good Practice Manual. The EIA has been published on the NPIA Website at: http://www.npia.police.uk/en/14189.htm</p> <p>The EIA identifies that the over-representation of the black population</p>

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		<p>stages of the EIA and review quarterly in light of consultation responses and new draft regulations.</p> <p>Publish responses to consultation "Keeping the Right People on the DNA Database" (May 2009)</p> <p>Publish draft regulations</p>	<p>2009</p> <p>Publish draft regulations by October 2009</p>	<p>on the National DNA Database results from the over-representation of black people in the Criminal Justice System rather than from NDNAD processes. It has identified/ recommended the following:</p> <ul style="list-style-type: none"> analysis carried out to date suggests that the proportions of profiles from white people and black people loaded on the NDNAD reflect the proportions of white and black persons brought into the CJS and legitimately sampled on arrest under suspicion for a recordable offence; recognised the need for further research to be done to produce a more robust estimate of the number of young black men on the NDNAD and identifies this as a priority; acknowledges and includes the issues of disproportionality raised by the EHRC, GeneWatch, Liberty, Runnymede Trust and others. sets out a number of recommendations, the work that is being undertaken on the recommendations as well as future work, including further work to involve communities (in particular force independent advisory groups). the NDNAD Strategy Board is responsible for the governance of the EIA and is accountable for actions that arise out of the EIA. <p>The Government recognises the need to implement the judgement of the European Court of Human Rights in the case of S and Marper as soon as possible. On 11 November 2009 the</p>

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				<p>Home Secretary set out in a Written Ministerial Statement (Hansard, 11 Nov 2009, Column 25WS) the Government's proposals for implementing the judgement of the European Court of Human Rights in the case of S and Marper and for improving the governance and accountability around biometric data, and published the responses to the Home Office consultation exercise which commenced in May 2009.</p> <p>The Government is taking forward implementation of its proposals for a new retention framework for DNA in the Crime and Security Bill introduced on 19 November 2009.</p>
First Aid Training	ACPO	Introduce yearly First Aid refresher courses (subject to agreement with the Health and Safety Executive)	HSE to provide details of First Aid requirements to ACPO health and safety and welfare strategic group by September 2009.	<p>The Health & Safety Executive introduced a number of changes to First Aid qualifications in October 2009. The ACPO First Aid Working Group (ACPO FAWG) conducted extensive research into the effects that these changes would have to the provision of Police First Aid Training to ensure that the new qualifications would meet the needs of Front Line Police officers and staff. Following this research, representations were made by the ACPO FAWG to the H&SE to request that the new Emergency First Aider (EFA) qualification could be adapted to suit the needs of the police service. The HSE has agreed the Module 2 First Aid course as their approved Police EFA course.</p> <p>Front line officers and staff who have no extra risks associated with their role will be initially trained on a 9 hour training course and their skills will then be refreshed annually with a 4 hour</p>

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				refresher training course. ACPO Cabinet considered the proposals at the December 2009 meeting and requested further information on implementation and costs of the proposal. These are primarily limited to staff time in abstractions from forces and development of standardised lesson plans. NPIA have agreed to write the lesson plans once the programme is agreed by ACPO. The proposals will return to ACPO Cabinet in early 2010.
Release of Stephen Lawrence Inquiry Report Administrative Papers	Home Office	Complete assessment of what information in the Inquiry administrative papers can be placed in the public domain and make papers ready for transfer to the National Archive.	Complete assessment of administrative papers by November 2010	No further progress has been made on review of these papers. However, review of the administrative papers will be included in the 2010/11 review programme and Information Management Service (IMS) has given an undertaking to have these released at The National Archives by October 2010. We do not anticipate any difficulty in achieving this. The papers given as evidence to the Inquiry are a more difficult matter – these will be included for review during 2010/11 but contain many sensitive documents that cannot be placed in the public domain in the foreseeable future. It is envisaged that consultation with a number of other government departments and the Metropolitan Police Service will be necessary before any of this material can be transferred into the public domain. IMS aims to release these within the coming 12 months and they will be a review priority but resources are expected to be constrained during 2010/11 and a review of this complexity may extend beyond this timescale.