

HMIC THEMATIC INSPECTION REPORT: DIVERSITY MATTERS**Joint Report of the Chief Constable and Clerk**

1 PURPOSE OF THE REPORT

The purpose of this report is:

- (i) To advise members of the HMIC Thematic Inspection Report 'Diversity Matters'.
- (ii) To highlight the recommendations in the report which require consideration by Northumbria Police and the Police Authority.

2 BACKGROUND

The HMIC Report, Diversity Matters, is a comprehensive examination of the training provided to police officers and support staff in support of race and diversity, taking into account the recommendations of the Stephen Lawrence Enquiry and the Government's drive to acknowledge the wider issues of diversity. The report considers all aspects of training and associated issues and describes the critical success factors for an effective training programme and its impact on police performance.

The report examines how police forces, police authorities and associated bodies have progressed training in diversity, the impact this has had, and provides recommendations to be implemented which will ensure that policing is more effective, more accessible and more sensitive to the needs of the communities being served.

There are a number of areas contained in the recommendations which Northumbria Police is already progressing. Similarly, there are areas where further work needs to be done and recommendations actioned. Guidance is required from other stakeholders (the Police Training and Development Board, Police Skills and Standards Organisation and Centrex (formerly National Police Training)) before particular recommendations can be progressed to ensure service-wide consistency.

3 IMPLICATIONS

The recommendations pertaining to the Chief Constable and Northumbria Police Authority are outlined at appendices A and B respectively, along with an indication of progress made and/or action required. There are other recommendations arising from this report which will require action by other organisations. Should the outcome of this work require action by the Force / Police Authority details will be submitted to members. The recommendations and actions outlined in appendices A and B will require monitoring, and further progress reports will be presented to future meetings.

4 EQUAL OPPORTUNITIES IMPLICATIONS

The actions arising from the recommendations contained in the report comply with Equal Opportunities policies and guidance.

5 HUMAN RIGHTS IMPLICATIONS

Nil

6 FINANCIAL IMPLICATIONS

The Treasurer confirms there are no financial implications directly arising from the contents of this report.

7 RECOMMENDATIONS

It is recommended that members:

- (i) Note the contents of the report;
- (ii) Agree to receive further progress reports as appropriate.