

## HMIC THEMATIC INSPECTION REPORT - DIVERSITY MATTERS

### RECOMMENDATIONS FOR PROGRESSION AND/OR ACTION BY THE POLICE AUTHORITY

RECOMMENDATION	PROGRESS TO DATE	ACTION REQUIRED
<p><b>Recommendation 3.2</b>  HM Inspector recommends that each Police Authority, led by the Association of Police Authorities (APA) Diversity Group, takes responsibility within their individual forces for the strategic oversight of the adequacy of race and diversity training arrangements for all staff, including holding the chief officer properly to account. This must include arrangements for all police authority members to receive appropriate training by April 2004.</p>	<p>Diversity Training is continuing within Northumbria Police for all police officers and support staff. Training has included community leaders from minority ethnic groups and invitations extended to Police Authority members to attend.</p> <p>Diversity Training was delivered to members and officers in 2002.</p>	<p>Diversity Training is currently being organised for new members and officers of the Authority.</p>
<p><b>Recommendation 5.1</b>  HM Inspector recommends that the Service, led by the Association of Police Authorities (APA), issues guidance by September 2003 to all forces promoting the value, when devising race and diversity training policy and strategy, of formally consulting with external minority groups.</p>	<p>Guidance awaited from the Association of Police Authorities.</p>	

<p><b>Recommendation 6.1</b> HM Inspector recommends that Centrex in collaboration with the Association of Police Authorities (APA), ensures that by September 2003 the National Training Design Model contains explicit direction for designers of training in relation to wide-reaching community involvement and participation in all aspects of the training cycle.</p>	<p>Guidance awaited from the Association of Police Authorities.</p>	
<p><b>Recommendation 6.3</b> HM Inspector recommends that the Service, led by the Association of Police Authorities (APA) in collaboration with the Home Office, develops by September 2003 guidance on the use of community settings in the delivery of police training.</p>	<p>Guidance awaited from the Association of Police Authorities.</p>	

<p><b>Recommendation 7.8</b>  HM Inspector recommends that the Service, led by the Association of Police Authorities (APA), produces by September 2003 guidance to be adopted by all forces and relevant police organisations which sets out the arrangements for remuneration and recognition for external community members involved within police training, outside of formal contractual arrangements.</p>	<p>Guidance awaited from the Association of Police Authorities.</p>	
<p><b>Recommendation 8.1</b>  HM Inspector recommends that with immediate effect all police authorities take an active role in influencing the conduct of the evaluation of race and diversity training conducted at force level, and involving the local communities accordingly. The results should inform the organisational planning processes.</p>	<p>A tender has been awarded for independent evaluation of training. The evaluation will include consulting and interviewing sections of the local communities.</p>	<p>Consider carrying out another cultural audit to monitor progress since 'All Together Now' completed in 1999.</p>

<p><b>Recommendation 8.3</b> HM Inspector recommends that the Service, led by the Association of Police Authorities (APA), devises by September 2003 a policy to ensure that any reports in respect of the evaluation of police training are produced in a form which is readily accessible by the public.</p>	<p>Guidance awaited from the Association of Police Authorities.</p>	<p>Review in 6 months time when report complete.</p>
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