

10 October 2023

Ref: AB/KW/VLR

To: The Home Secretary
His Majesty's Inspectorate of Constabulary
and Fire and Rescue Services

Dear Home Secretary and HMICFRS

Response from Dr Alan Billings, Police and Crime Commissioner for South Yorkshire to the HMICFRS Report: Race and policing. A review of the police service's leadership and governance arrangements for race-related matters.

I welcome the report and findings of this National Thematic Inspection.

I share HMICFRS' frustration at the slow pace at which work is being progressed in developing and implementing the Police Race Action Plan. As Inspectors have pointed out, one reason for the slow progress is the protracted debate between senior police leaders on whether the plan should continue to attribute the term "Institutional Racism" to the police service.

I have discussed the issue of Institutional Racism at length in one of my monthly blogs in March. A link to the blog can be found [here](#). In my view the ongoing debate is not only slowing progress against the Police Race Action Plan but is hindering police forces in accepting critical findings from several reports looking at police culture and standards. This protracted issue will do nothing to help race related matters in policing until it is resolved both locally and nationally.

My Police and Crime Plan for South Yorkshire makes it clear that where data shows disproportionality or discrimination, I expect South Yorkshire Police to address the issue. This sits under my priority of Treating People Fairly. My Independent Ethics Panel have a role in assuring me on issues of race and policing, with lead members focussing on Equality Diversity and Inclusion as well as Stop and Search and Use of Force. The Panel also have a longer-term work programme of assurance focussing on the culture of South Yorkshire Police linked to their Values and Behaviours Framework.

The HMICFRS report also covers the issue of a lack of ethnicity and demographic data in crime recording. My response to HMICFRS' report "Race and Policing: An Inspection of Race Disparity in Police Criminal Justice Decision-making" covers this area so I won't repeat myself here, however I am pleased to see a recommendation to the National Police Chief's Council focussing on this area.

South Yorkshire Police and Crime Commissioner
Carbrook House, Carbrook Hall Road, Sheffield, South Yorkshire S9 2EH
Tel: 0114 2964150
Email: thebcc@southyorkshire-pcc.gov.uk
www.southyorkshire-pcc.gov.uk



I note there are no recommendations specifically to Chief Constables within this report but I am pleased that HMICFRS, as well as the recommendation referred to above, are also making recommendations nationally around equality diversity and inclusion (including training) and the Police Race Action plan.

All good wishes

Alan Billings

Dr Alan Billings
South Yorkshire Police & Crime Commissioner

South Yorkshire Police and Crime Commissioner
Carbrook House, Carbrook Hall Road, Sheffield, South Yorkshire S9 2EH
Tel: 0114 2964150
Email: thepcc@southyorkshire-pcc.gov.uk
www.southyorkshire-pcc.gov.uk