Police Race Action Plan
Improving policing for Black people

Feedback on the Police Race Action Plan

Findings from an open public survey

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February 2023

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Executive summary

About the Police Race Action Plan

The National Police Chiefs' Council (NPCC) and College of Policing launched a draft version of the Police Race Action Plan ('the plan') in May 2022. The plan set out a vision for a police service that is anti-racist and trusted by Black people. It also contains proposals to help ensure that Black people are not under-protected or over-policed, are involved in police governance, and are represented in the workforce.

Why was feedback on the plan gathered?

As the plan made clear, it is important for the police to listen to others' experiences and to invite external scrutiny of its plans, particularly from people of Black heritage. It was therefore vital to give the public, stakeholders, police officers and staff the opportunity to share their views on the plan. The aim was to use this feedback, as well as ongoing stakeholder and public engagement, to develop the plan further.

How was feedback gathered?

Members of the public, individual police officers and staff, and representatives from policing and other organisations were invited to share their thoughts on the plan by completing an online feedback survey. They were asked survey questions on the overall plan, as well as its intended outcomes and specific commitments in the plan, and were given the opportunity to provide open free-text comments. The survey ran between May and August 2022, receiving more than 5,000 responses.

Respondent profile

The survey received 5,069 complete responses, with 4,932 from those responding in a personal capacity (97%) and 128 from those responding on behalf of an organisation (3%).

Of those responding in a personal capacity:

- 6% of respondents were Asian or Asian British

- 10% were Black or Black British or had a Mixed Black heritage

- 3% were of other Mixed or multiple ethnic backgrounds

- 73% were White

Results

Confidence in the plan and its commitments

Roughly equal proportions of respondents were confident, not confident or undecided in their confidence in the overall plan and in each of its commitments. On average, the proportion of respondents who were not confident that the overall plan would address racial bias towards Black people in policing (38%) was larger than the proportion who were confident (30%). Around one in three respondents were undecided.

Confidence in the overall plan and in it achieving its individual commitments
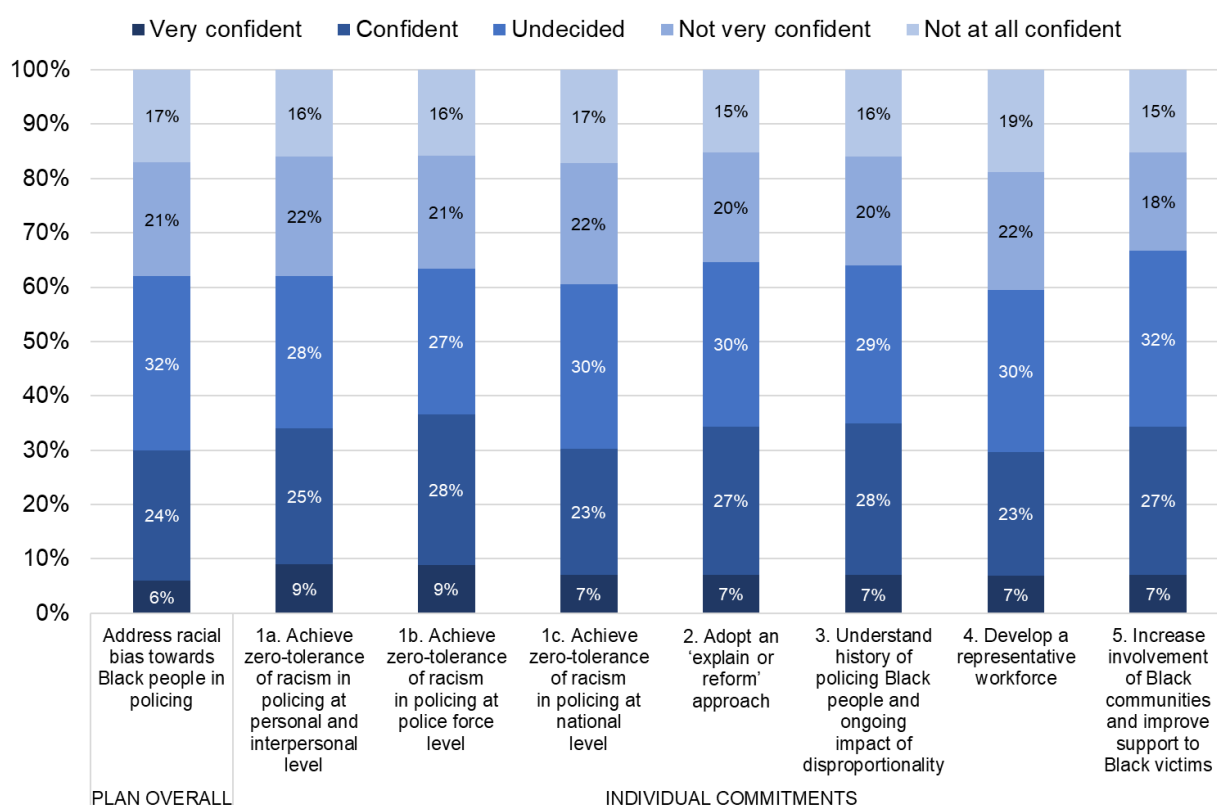
Note: The number of responses varied for each question but ranged from 4,980 to 5,004.

Respondents were, on average, **most confident** that the plan would achieve the following commitments.

- **Commitment 1b**: achieving zero-tolerance of racism in policing at a police force level (37% confident).

- **Commitment 3**: the police understanding the history of policing Black people and the ongoing impact and trauma of disproportionality (35% confident).

Respondents were, on average, **least confident** that the plan would achieve the following commitments.

- **Commitment 4**: the police developing a representative workforce (41% not confident).

- **Commitment 1c**: achieving zero-tolerance of racism in policing at a national level (39% not confident).

Respondents were, on average, **most undecided** in their confidence that the plan would achieve the following commitments.

- **The overall plan**: the plan addressing racial bias towards Black people in policing (32% undecided).

- **Commitment 5**: the police increasing the involvement of Black communities in its work and improving support to Black victims of crime (32% undecided).

Socio-demographic differences

There were some notable demographic differences in how confident respondents were in the plan, both overall and in each of its commitments.

- **Ethnicity:**

  - Respondents of a Black or Mixed Black heritage tended to be less confident than White respondents. White respondents were, on average, more confident or undecided in their confidence than Black or Mixed Black heritage respondents.

  - Respondents of an Asian or Asian British background, other Mixed or multiple ethnicities, and other ethnic groups also tended to be less confident than White respondents.

  - Respondents of a Black or Mixed Black heritage were generally the least confident.

- **Sex**: There were no notable differences in confidence according to the sex of respondents.

- **Age:** In relation to some commitments, respondents aged under 25 years were more confident than older respondents.

- **Sexuality:** Respondents who preferred not to report their sexual orientation were less confident than those who reported their sexual orientation.

- **Religion:** Muslim respondents and respondents who identified with 'any other religion' had lower confidence in relation to most commitments. This was most notable when

compared to Christian respondents and to respondents who identified with no religion, who had more confidence.

- **Police officers, staff and volunteers:**

  - In relation to most commitments, respondents who worked for the police were more confident in the plan and its commitments than those who did not work for the police.

  - Of all the police respondents, senior leaders tended to be either more or less confident depending on the commitment. Senior members of police staff were more confident in Commitment 3 – the police understanding the history of policing Black people and the ongoing impact and trauma of disproportionality – than rank-and-file officers. Rank-and-file officers were least confident in Commitment 5 (the police increasing the involvement of Black communities and improving support to Black victims), while senior officers and staff were less confident in Commitment 4 (the police developing a representative workforce), when compared with police staff, including police community support officers (PCSOs)

Open-text feedback on the plan and its commitments

Respondents who were not confident about the plan and its commitments were more likely to provide comments than respondents who were confident or undecided about the plan.

Positive comments were received about the overall plan and all of its commitments. Comments were wide-ranging and included the need for the plan, good work that had already been undertaken, and the desire of the whole community to address racism.

More constructively critical comments raised concerns about, for example, the challenge of facilitating change, cultural barriers to change and the likely impact of the plan. The relationship between police and Black people was also highlighted as a potential obstacle to recruitment.

There appeared to be some differences in the feedback provided by respondents according to their ethnicity. For example, it was more common for respondents of a Black or Mixed Black heritage, Asian or Asian British background to comment on their scepticism of the plan because of concerns about unaddressed institutional racism.

Introduction

The Police Race Action Plan

The National Police Chiefs' Council (NPCC) and College of Policing launched a draft version of the Police Race Action Plan ('the plan') in May 2022. The draft plan set out a vision for a police service that is anti-racist and trusted by Black people. It also contained proposals to help ensure that Black people are not under-protected or over-policed, are involved in police governance, and are represented in the workforce.

The plan was developed jointly by the College of Policing and the NPCC, working in collaboration with Black communities and partners – including the National Black Policing Association (NBPA) and an Independent Scrutiny and Oversight Board (ISOB).

Seeking feedback on the plan

As the plan made clear, it is important for the police to listen to others' experiences and to invite external scrutiny of its plans, particularly from people of Black heritage. It was therefore vital to give the public, stakeholders, police officers and staff the opportunity to share their views on the plan.

A feedback survey was launched alongside the plan that offered respondents the opportunity to contribute views on their confidence towards the commitments made within the plan, as well as their overall confidence in the plan having an impact on racial inequality in policing. The aim was to use this feedback, as well as ongoing stakeholder and public engagement, to develop the plan further and to inform its ongoing implementation.

Feedback survey

Survey methods

The survey was developed and administered jointly by the College of Policing and NPCC, by colleagues working on the plan. The survey was open to all and was supported by a communications strategy. The survey link was advertised on all communications that accompanied the plan's release, including those to targeted stakeholders, such as individuals and organisations working in the policing, race or equality reform area. Targeted marketing was also used to maximise the response from Black members of the public and those with experience of policing, including both internal and external policing

channels. The non-random nature of the survey means that results can only be said to be representative of the respondents and are not generalisable to the wider general public.

Survey responses were collected online from May to August 2022. Respondents were asked to rate how confident they were that the overall plan would address racial bias towards Black people in policing.[1] They were asked how confident they were that the plan would achieve the following commitments.

1. Zero-tolerance of racism in policing at a:

   a. personal and interpersonal level

   b. force level

   c. national level

2. The police adopting an 'explain or reform' approach to address the negative impact and outcomes experienced by Black people.

3. The police ensuring that officers and staff understand the history of policing Black people and the ongoing impact and trauma of disproportionality

4. The police developing a representative workforce.

5. The police increasing the involvement of Black communities in its work and improving support to Black victims of crime.

There was also an opportunity for respondents to provide open free-text comments for each question.

The full feedback survey questionnaire is provided in Appendix A.

Respondent profile

The survey received 5,069 complete responses, with 4,932 from those responding in a personal capacity (97%) and 128 from those responding on behalf of an organisation (3%). Of those responding in a personal capacity, the breakdown was as follows.

- Respondents tended to be aged 45 years or over, with these individuals accounting for 68% of respondents. Less than 20% of respondents were aged 44 years or below.

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[1] A measure of the internal reliability (Cronbach's alpha) suggested that the survey questions were all closely related and tapped into similar underlying perceptions ($\alpha = 0.96$).

- 6% of respondents were Asian or Asian British, 10% were Black or Black British or had a Mixed Black heritage, 3% were of other Mixed or multiple ethnic backgrounds, and 73% were White.

- Female respondents made up a slight majority in the sample (53% compared to 41% who were males).

- Most respondents identified as straight/heterosexual (83%), with 4% identifying as gay or lesbian, and 2% as bisexual.

- 72% of respondents did not consider themselves to have a disability and 21% stated that they had a disability.

A full breakdown of respondents is provided in Appendix B.

Analysis

DJS Research were commissioned to complete the analysis of the survey, which is presented in this report. Descriptive statistics were used to summarise the responses to the closed questions in the feedback survey. The aim was to understand what proportion of respondents were confident, not confident or undecided in the overall plan and in each of its commitments.[2]

The analysis also explored patterns and key differences in the data. For people who responded in a personal capacity, comparisons were made between different ethnic and social subgroups, and based on whether respondents worked for the police. The purpose of these comparisons was to highlight potential differences in how confident different people were in the plan, which might have implications for the further development of the plan.

Only differences of 10 percentages points or more between two subgroups have been presented in this report and are considered noteworthy. Given the small sample sizes for some of the subgroups, comparisons have not been made where subgroups included fewer than 20 respondents. Any differences that were less than 10 percentage points were unlikely to be meaningful and may not have reflected a noteworthy difference. It would not have been appropriate to carry out any testing on these differences for statistical significance, as the respondents had been not randomly selected from a large list of possible respondents (such as the Census) and did not all have an equal chance of taking part in the survey.

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[2] All proportions have been rounded to the closest whole numbers, so totals may exceed 100%.

Feedback on the Police Race Action Plan: Findings from an open public survey

The statistical analysis strategy from the original specification provided to DJS Research is provided in Appendix C.

In addition to the main statistical analysis, the NPCC and College developed a qualitative coding framework for DJS Research to apply to the open free-text comments that accompanied each question. Overall, respondents who were not confident in the plan or each of its commitments were far more likely to provide comments than those who were confident or undecided. The open-text feedback was coded into themes. The most frequently mentioned themes have been presented alongside the quantitative results of how confident respondents were in the overall plan and in its commitments.

A full breakdown of the coded feedback is provided in Appendix D.

Awareness of, and feedback on, the plan

Awareness of the plan

All respondents were asked how they had found out about the plan. The largest proportion – just under a quarter – reported that they had heard about the plan from internal communication from their police force or police and crime commissioner (PCC). It was also relatively common for respondents who completed the survey in a personal capacity to report that they found out about the plan from Neighbourhood Watch, police or PCC social media, or police or PCC websites. Those responding on behalf of an organisation also mentioned police associations and networks relatively frequently.

Table 1: Source of finding out about the plan (all respondents, n=4,996)

Information source	Respondents (%)
Police force or PCC internal communication (eg, email, intranet)	23
Neighbourhood Watch	15
Police force or PCC social media	12
Police force or PCC website	10
Word of mouth	6
National media outlet	5
Police association or network	5
Local media outlet	4
NPCC or College of Policing social media	3
NPCC or College of Policing website	2
Police community engagement event	2
Other	14

Confidence in the overall plan

All respondents

Respondents were asked to what extent they felt confident that the plan would address racial bias towards Black people in policing.

Roughly equal proportions of respondents were confident, not confident or undecided that the plan would address racial bias towards Black people in policing.

Feedback on the Police Race Action Plan: Findings from an open public survey

- Three in every 10 respondents felt confident in the plan (30%)

- A slightly larger proportion were not confident (38%).

- Around one-third were undecided (32%).

Figure 1: Confidence in the overall plan addressing racial bias towards Black people in policing (all respondents, n=4,979)
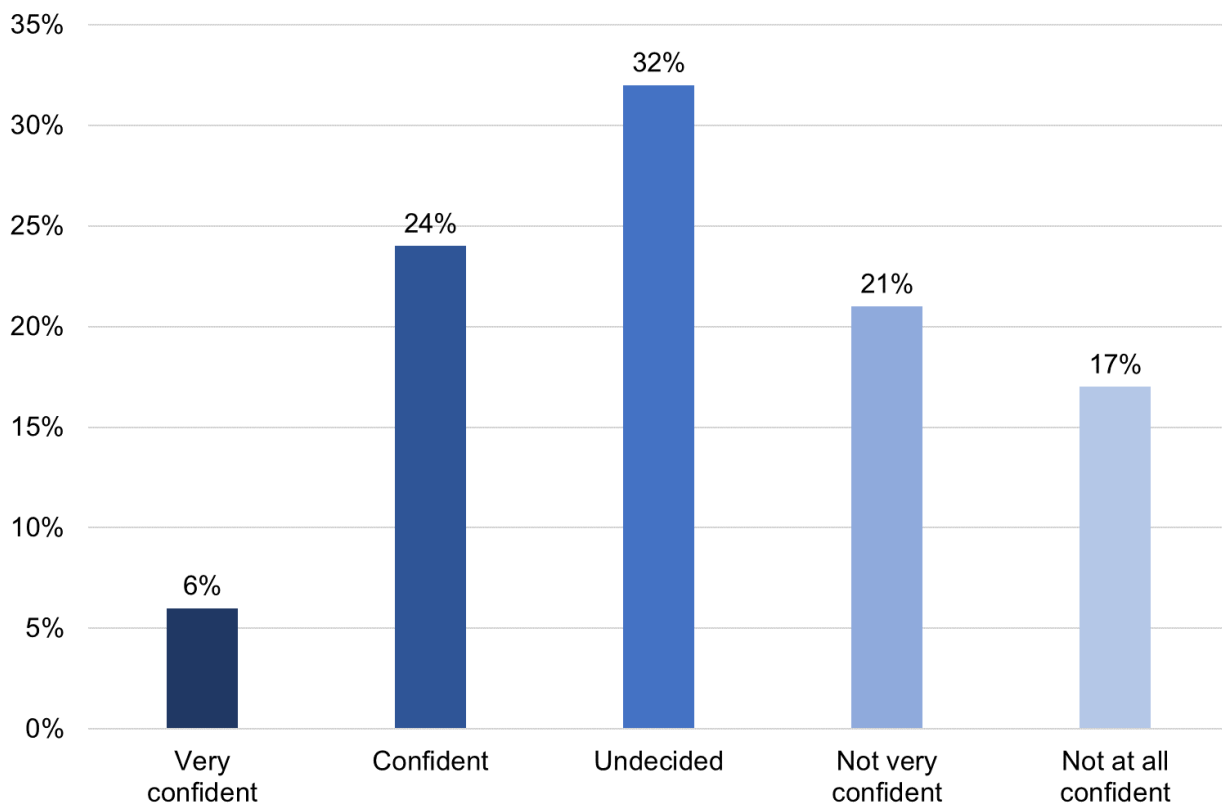
Socio-demographic differences

There were some notable differences in the confidence that various socio-demographic subgroups had in the overall plan. The main differences were as follows.

- **Ethnicity**: Respondents of Black or Mixed Black heritage had less overall confidence than White respondents.

  - 17% of Black or Mixed Black heritage respondents were confident, compared with 35% of White respondents.

  - 24% of Black or Mixed Black heritage respondents were undecided, compared with 34% of White respondents.

- 59% of Black or Mixed Black heritage respondents were not confident, compared with 32% of White respondents.

- White respondents were, on average, more confident in the plan than respondents from any other ethnic group (35% confident compared to 24% Asian or Asian British and 20% other Mixed or multiple ethnicities).

- **Sex**: There were no notable differences in confidence according to the sex of respondents.

- **Age:** There were no notable differences in confidence according to the age of respondents.

- **Sexuality**: Respondents who preferred not to report their sexual orientation had less confidence in the plan (16% confident) than those who did report their sexuality (a range from 29% to 32% confident).

- **Religion**: Respondents of Muslim and Sikh faiths and respondents who identified with 'any other religion' were least confident in the overall plan (54%, 59% and 49% not confident respectively). This was most notably the case when compared to Christian respondents and respondents who identified with no religion, who were more confident (32% and 39% not confident respectively).

- **Police officers, staff and volunteers**: Respondents who worked for the police were more confident in the overall plan than those who did not work for the police (44% and 29% not confident respectively). Of respondents who worked for the police, volunteers were the most confident in the plan (63% confident) compared to respondents in other officer and staff roles (ranging from 33% to 38% confident).

Open-text feedback on the plan

The most frequent types of comment among respondents who were confident, undecided or not confident in the plan were as follows.

Most frequent comments among respondents who were confident

- Comments that were supportive of the plan. These were provided more frequently by:

  - female respondents

  - respondents who worked for the police

- Supportive comments were provided less frequently by lower-ranking police officers (below inspector), compared to respondents in other police roles.

- Scepticism linked to disagreement about the focus being only on Black people.

Most frequent comments among respondents who were undecided

- Comments that were supportive of the plan were provided more frequently by:

  − female respondents

  − respondents who worked for the police

- Supportive comments were provided less frequently by lower-ranking police officers (below inspector), compared to respondents in other police roles.

- Questioning the effectiveness of the plan.

- Scepticism linked to disagreement about the focus being only on Black people.

Most frequent comments among respondents who were not confident

- Scepticism linked to concerns about unaddressed institutional racism. These comments were provided more frequently by respondents of a Black or Mixed Black heritage, or of a Asian or Asian British background, than by White respondents.

- Questioning the need for the plan.

- Questioning the effectiveness of the plan.

Feedback on Commitment 1a: Achieving zero-tolerance of racism in policing at a personal and interpersonal level

The commitment

The survey asked respondents about the first commitment: whether the plan would achieve **zero-tolerance of racism in policing**. They were first asked what they thought about this commitment being achieved specifically **at a personal and interpersonal level**. The wording of the commitment in the plan is presented the text box below.

Commitment 1a – personal and interpersonal level

"Racist behaviour can be a criminal or disciplinary offence, which blights the reputation of forces and has significant consequences for individuals involved. The police service will enforce a zero-tolerance approach to racism in policing. That means it will not tolerate racist language, behaviour or actions by any serving officer or staff member. This includes behaviour in person, via social media or online to policing colleagues and members of the public. There is an explicit expectation for all serving officers and staff members to speak up and report inappropriate behaviours by colleagues. Mandatory national training, rolled out under this plan, will help drive home the fundamental importance of reporting. The training, which will be co-designed by the NBPA, will deliver the knowledge, cultural competence, and confidence that officers and staff need to challenge, interrupt and report racism wherever they see it. It will strive to embed a proactive approach to opposing discrimination in any form, and to ensure that all officers are actively tackling racism in society and within the service.

The service will protect any affected officer or staff member who speaks up to report racist and discriminatory behaviours. As part of this plan, enhanced nationwide support will be put in place for Black officers and staff who are subject to alleged racial victimisation or racially motivated harassment and hate crime from any source."

Confidence in this commitment

All respondents

Respondents were asked how confident they were that the plan would achieve "zero-tolerance of racism in policing at a personal and interpersonal level". Roughly equal proportions were confident, not confident or undecided that this outcome would be achieved by the plan.

Feedback on the Police Race Action Plan: Findings from an open public survey

- One-third of respondents were confident (34%).

- However, a slightly higher proportion were not confident (38%).

- The remaining respondents were undecided (28%).

Figure 2: Confidence that the plan would achieve zero-tolerance of racism in policing at a personal and interpersonal level (all respondents, n=5,002)
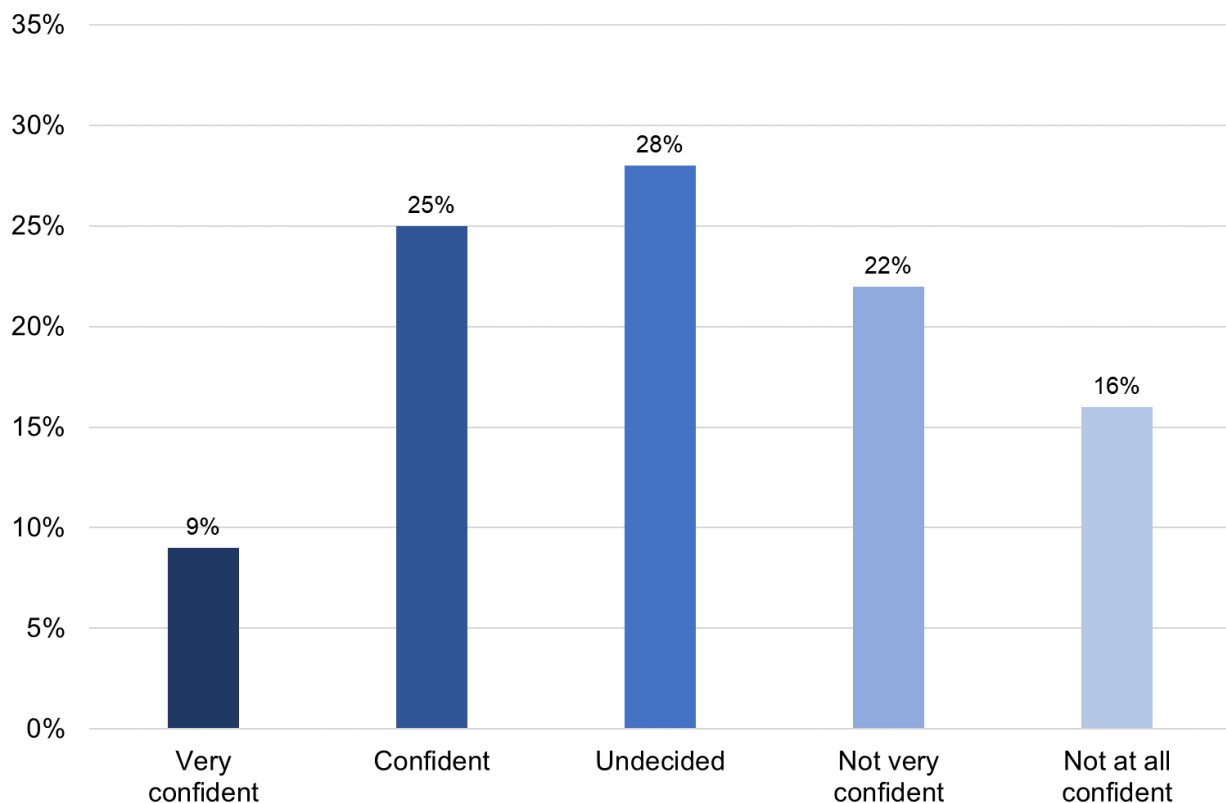
Socio-demographic differences

When looking at respondent profiles, notable differences in confidence ratings in the commitment were observed across multiple demographics. These differences are discussed below.

- **Ethnicity**: Respondents of Black or Mixed Black heritage were less confident in the commitment than White respondents.

  – 17% of Black or Mixed Black heritage respondents were confident, compared with 40% of White respondents.

  – 17% of Black or Mixed Black heritage respondents were undecided, compared with 31% of White respondents.

- 65% of Black or Mixed Black heritage respondents were not confident, compared with 30% of White respondents.

- White respondents, on average, were more confident than respondents of all other ethnic groups (30% not confident compared to 52% Asian or Asian British, 49% other Mixed or multiple ethnic groups, and 57% other ethnic groups).

- **Sex:** There were no notable differences in confidence according to the sex of respondents.

- **Age:** There were no notable differences in confidence according to the age of respondents.

- **Sexuality**: Respondents who preferred not to provide their sexual orientation had the least confidence in the commitment (21% confident, compared to between 36% and 38% for those who stated their sexual orientation).

- **Religion**: Respondents of Muslim faith were least confident in this commitment (58% not confident). This was most notably the case when compared to Christian respondents and respondents who identified with no religion, who were more confident (32% and 37% not confident respectively).

- **Police officers, staff and volunteers**: Respondents who worked for the police had more confidence in the commitment than those who did not work for the police (44% and 28% confident respectively). There were no notable differences in confidence according to respondents' roles within the police.

Open-text feedback on this commitment

The most frequent types of comment overall and among respondents who were confident, undecided or not confident in Commitment 1a were as follows.

Most frequent comments overall

Respondents frequently recognised the challenges around facilitating change, irrespective of their confidence in the commitment. Of respondents who worked for the police, this issue was highlighted more commonly by staff than by rank-and-file officers.

Most frequent comments among respondents who were confident

- Among respondents who worked for the police, comments that were supportive of the commitment were provided more frequently by senior officers (inspector rank and higher) than by officers of a lower rank (below inspector rank).

- Challenges around facilitating change.

- Using education to tackle racism.

Most frequent comments among respondents who were undecided

- Among respondents who worked for the police, comments that were supportive of the commitment were provided more frequently by senior officers (inspector rank and higher) than by officers of a lower rank (below inspector rank).

- Challenges around facilitating change.

- Scepticism linked to disagreement with the focus only being on Black people.

Most frequent comments among respondents who were not confident

- Challenges around facilitating change.

- Scepticism linked to disagreement with the focus only being on Black people.

- Feelings of victimisation linked to treating Black communities preferentially to other communities.

- Questioning the need for the commitment.

Feedback on Commitment 1b: Achieving zero-tolerance of racism in policing at a police force level

The commitment

Respondents were asked about the commitment in the plan to achieve **zero-tolerance of racism in policing**, specifically **at a police force level**. The specific wording of this commitment is provided below.

Commitment 1b – police force level

"Reports of racist behaviour or action by officers and staff will be thoroughly investigated and will be dealt with swiftly and robustly, with appropriate support for victims and those reporting racist behaviours. The police service will not only deal with racism and discrimination where it occurs, but will be proactive in preventing it from happening in the first place.

We will use available sanctions within the disciplinary process and, where criminal offences may be disclosed, we will liaise with the Crown Prosecution Service (CPS). Every police force in England and Wales will review their policies, procedures, and practices, embedding an anti-racist stance. Chief officers will be accountable for the identification and remedy of areas of potential conscious bias, unconscious bias, or discrimination, at both personal and institutional levels. They will also ensure the effective investigation of any concerns raised by officers and staff, and will ensure that those who raise these concerns receive appropriate support. Under this plan, the NPCC will design new anti-racism principles for police standards and disciplinary departments. Misconduct panels will be made appropriately diverse, and members will receive anti-racism training that emphasises the gravity of racist and discriminatory behaviour. Progress within this area will be scrutinised by both local communities and the ISOB."

Confidence in this commitment

All respondents

Respondents were asked to what extent they were confident that "zero-tolerance of racism in policing at a police force level" would be achieved by the plan.

Roughly equal proportions of respondents were confident, not confident or undecided that this commitment would be achieved at a police force level.

Feedback on the Police Race Action Plan: Findings from an open public survey

- Over one-third of respondents were confident (37%).

- A similar proportion were not confident (36%).

- The remaining respondents were undecided (27%).

Figure 3: Confidence that the plan would achieve zero-tolerance of racism in policing at a police force level (all respondents, n=4,986)
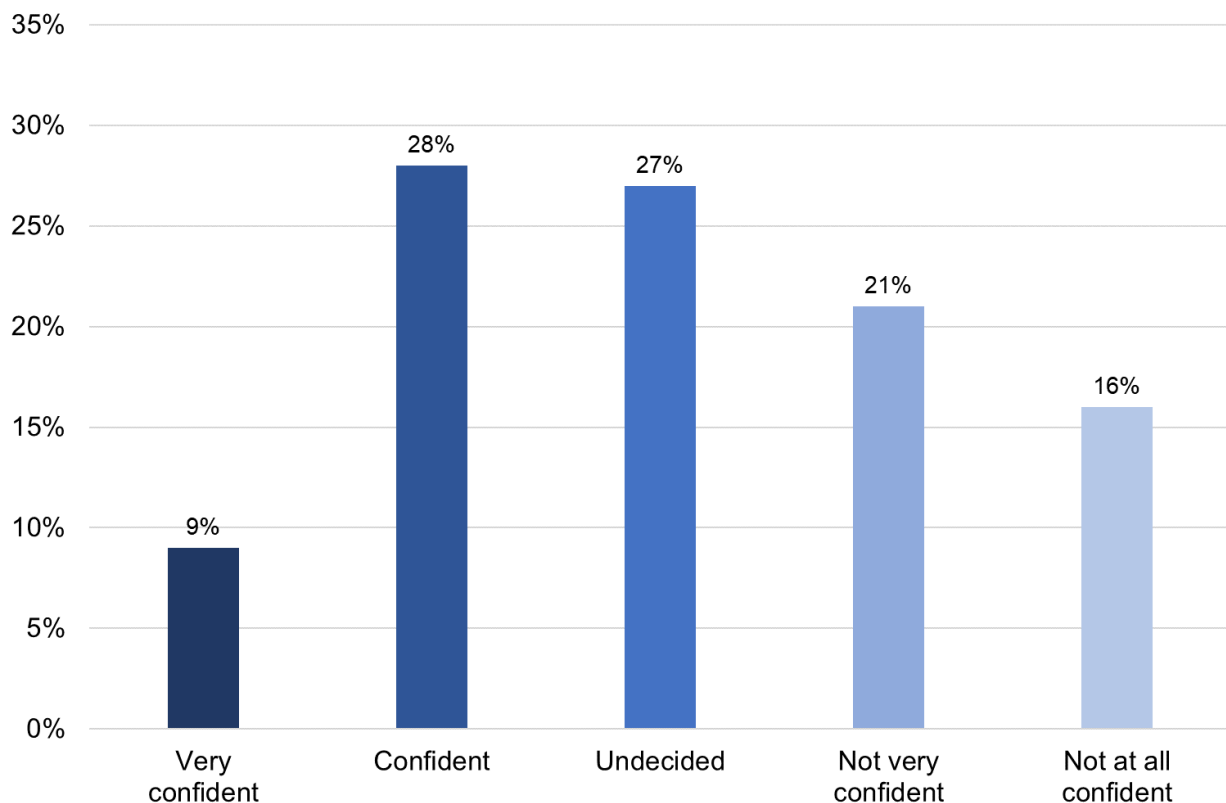
Socio-demographic differences

Looking across the sample, there were some notable differences in confidence between different socio-demographic subgroups.

- **Ethnicity**: Respondents of Black or Mixed Black heritage were less confident in the commitment than White respondents.

  - 19% of Black or Mixed Black heritage respondents were confident, compared with 43% of White respondents.

  - 19% of Black or Mixed Black heritage respondents were undecided, compared with 29% of White respondents.

- 61% of Black or Mixed Black heritage respondents were not confident, compared with 28% White respondents.

- White respondents were more confident than respondents from all other ethnic groups (28% not confident compared to 54% Asian or Asian British, 50% other Mixed or multiple ethnicities, and 61% other ethnic groups).

- **Sex:** There were no notable differences in confidence according to the sex of respondents.

- **Age:** Respondents aged under 25 years and those aged 45 to 54 years had the most confidence in the commitment (41% and 40% confident respectively). However, there were no notable differences in confidence according to the age of respondents. Females aged under 25 years were more confident in the commitment than males in the same age group (49% and 36% confident respectively).

- **Sexuality**: Respondents who preferred not to provide their sexual orientation had less confidence in the commitment (21% confident) than those who had stated their sexual orientation (a range of 39% to 41%).

- **Religion**: Respondents of Sikh and Muslim faiths had the least confidence in the commitment (51% and 61% not confident respectively). This was most notably the case when compared to Christian respondents and respondents who identified with no religion, who were more confident (30% and 36% not confident respectively).

- **Police officers, staff and volunteers**: Respondents who worked for the police, on average, had more confidence in the commitment than those who did not (47% and 31% confident respectively). Of those who worked in the police, volunteers had the most confidence compared to other police roles (75% confident compared to a range of 44% to 53% for other police roles).

Open-text feedback on this commitment

The most frequent types of comment among respondents who were confident, undecided or not confident in the plan were as follows.

Most frequent comments among respondents who were confident

- Supportive of the commitment.

- All racially inappropriate behaviour should be taken seriously.

Most frequent comments among respondents who were undecided

- Supportive of the commitment.

Most frequent comments among respondents who were not confident

- Scepticism linked to concerns about unaddressed institutional racism. Such comments were mentioned more frequently by respondents of a Black or Mixed Black heritage, or of an Asian or Asian British background, than by those of a White background.

- General criticism of the police.

- Questioning the need for the commitment.

Feedback on Commitment 1c: Achieving zero-tolerance of racism in policing at a national level

The commitment

Respondents were asked a third question about the first commitment, specifically about whether the plan would achieve **zero-tolerance of racism in policing on a national level**. The wording of this commitment in the plan is presented in the text box.

> **Commitment 1c – national level**
>
> "The College and the NPCC will review all national standards for practice and training, ensuring that we support the development of an anti-racist police service. Commitment to anti-racism will be embedded as part of leadership programmes at all levels, wider promotion frameworks and appraisal processes. These programmes will be developed using both internal and external expertise. Actions under this plan will put in place national standards for recruitment and promotion to minimise racial disparities. These will be made subject to independent inspection by [His] Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).
>
> The College and the NPCC will review the Code of Ethics, to further define the exemplary professional standards required of all police personnel. Chief officers in forces will be responsible for promoting increased levels of self-awareness, ensuring that everyone in policing feels able to always do the right thing and is confident to challenge colleagues irrespective of their rank, role, or position.
>
> The College and the NPCC will continue to work with partners and wider public services to develop an integrated and coherent approach to address inequalities faced by Black people. The police service will seek the support of HMICFRS to maintain this focus and accelerate change."

Confidence in this commitment

All respondents

Respondents were asked to what extent they were confident that "zero-tolerance of racism in policing at a national level" would be achieved by the plan. As before, roughly equal proportions of respondents were confident, not confident or undecided.

- Three in 10 respondents were confident (30%).

- Exactly the same proportion were undecided (30%).

- A slightly larger proportion were not confident (40%).

Figure 4: Confidence that the plan would achieve zero-tolerance of racism in policing at a national level (all respondents, n=5,004)
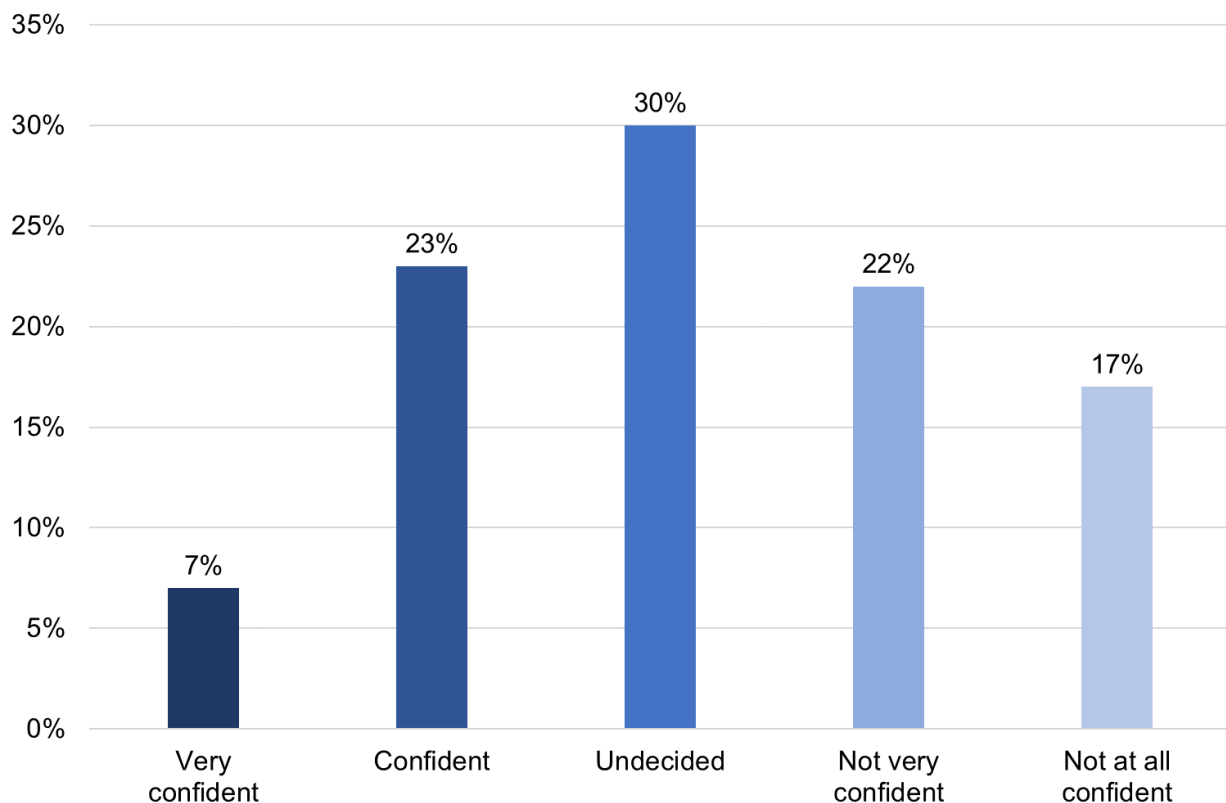
Socio-demographic differences

There were some differences between socio-demographic subgroups in their confidence in the commitment. The main differences were as follows.

- **Ethnicity**: Respondents of Black or Mixed Black heritage were less confident in the commitment than White respondents.

  - 16% of Black or Mixed Black heritage respondents were confident, compared with 34% of White respondents.

  - 22% of Black or Mixed Black heritage respondents were undecided, compared with 33% of White respondents.

- − 61% of Black or Mixed Black heritage respondents were not confident, compared with 33% of White respondents.

- − White respondents were, on average, more confident than respondents from all other minority ethnic groups (33% not confident compared to 54% Asian or Asian British, 49% other Mixed or multiple ethnicities, and 55% other ethnic groups).

- **Sex:** There were no notable differences in confidence according to the sex of respondents.

- **Age:** Respondents aged under 25 years had more confidence in the commitment than those aged between 35 and 44 years (40% and 29% confident respectively).

- **Sexuality**: Respondents who preferred not to provide their sexual orientation were less confident in the commitment (18% confident) compared to those who stated their sexual orientation (31% to 38% confident).

- **Religion**: Respondents of Jewish, Muslim and Sikh faiths were least confident in the commitment (54%, 56% and 56% not confident respectively). This was most notably the case when compared to Christian respondents and respondents who identified with no religion, who were more confident (34% and 39% not confident respectively).

- **Police officers, staff and volunteers**: Respondents who worked for the police, on average, had more confidence in the commitment than those who did not (30% and 45% not confident respectively). However, there were no notable differences in confidence according to respondents' roles within the police.

Open-text feedback on this commitment

The most frequent types of comment among respondents who were confident, undecided or not confident in the plan were as follows.

Most frequent comments among respondents who were confident

- Supportive of the commitment.

Most frequent comments among respondents who were undecided

- Cultural obstacles preventing accountability towards racism.

- Scepticism linked to disagreement with the focus only being on Black people. Such comments were mentioned more frequently by respondents who preferred not to provide their sexual orientation, compared with respondents who identified as straight/heterosexual.

Most frequent comments among respondents who were not confident

- Scepticism linked to disagreement with the focus being only on Black people.

- Cultural obstacles preventing accountability towards racism.

- Questioning the need for the plan – more effective prioritisation of crime and budget.

Feedback on Commitment 2: Adopting an 'explain or reform' approach

The commitment

Respondents were asked about whether they thought the plan would achieve its second commitment, namely the **police adopting an 'explain or reform' approach to address the negative impact and outcomes experienced by Black people**. The wording of this commitment is provided below.

Commitment 2

"Every police force in England and Wales will adopt an 'explain or reform' approach to examining policy or practice where racial disparity exists. At times, there will be reasons why disparity exists. Where disparity cannot be explained, the expectation is that it should be changed. There will be a particular focus on the lawfulness, proportionality and necessity of the use of police powers to ensure demonstrable legitimacy."

Confidence in this commitment

All respondents

Respondents were asked to what extent they are confident that "policing will adopt an 'explain or reform' approach to address the negative impact and outcomes experienced by Black people" as a result of the plan.

Roughly equal proportions of respondents were confident, not confident or undecided about this commitment.

- Just over one-third of respondents were confident (34%).

- A similar proportion were not confident (35%).

- Three in every 10 respondents were undecided (30%).

Figure 5: Confidence that the police would adopt an 'explain or reform' approach to address the negative impact and outcomes experienced by Black people (all respondents, n=5,002)
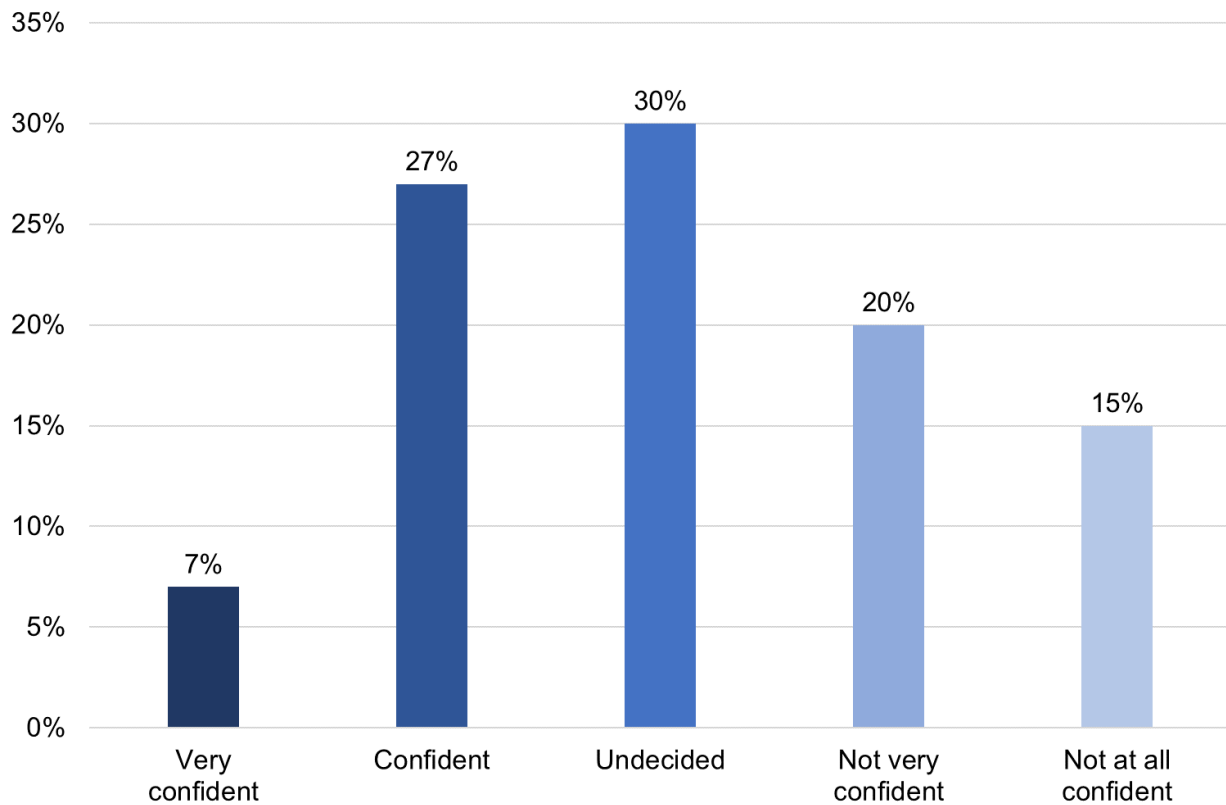
Socio-demographic differences

Across the various socio-demographic subgroups in the overall sample, some notable differences in confidence were observed.

▪ **Ethnicity**: Respondents of Black or Mixed Black heritage were less confident in the commitment compared to respondents of a White background.

  − 20% of Black or Mixed Black heritage respondents were confident, compared with 39% of White respondents.

  − 27% of Black or Mixed Black heritage respondents were undecided, compared with 32% of White respondents.

  − 53% of Black or Mixed Black heritage respondents were not confident, compared with 29% of White respondents.

- White respondents were, on average, more confident than respondents from all other ethnic groups (29% not confident compared to 47% Asian or Asian British, 41% other Mixed or multiple ethnicities, and 58% other ethnic groups).

- **Sex:** There were no notable differences in confidence according to the sex of respondents.

- **Age:** There were no notable differences in confidence according to the age of respondents.

- **Sexuality**: Respondents who preferred not to provide their sexual orientation had lower confidence in the commitment (19% confident) than those who had stated their sexual orientation (a range of 36% to 40%).

- **Religion**: Respondents who identified as Muslim or as 'any other religion' had the least confidence in the commitment (52% and 49% not confident respectively). This was most notably the case when compared to Christian respondents and respondents who identified with no religion, who were more confident (29% and 36% not confident respectively).

- **Police officers, staff and volunteers**: Respondents who worked for the police were, on average, more confident in the commitment than those who did not work for the police (25% and 42% not confident respectively). Volunteers were the most confident of all ranks or roles (66% confident compared to between 37% and 47%).

Open-text feedback on this commitment

The most frequent types of comment among respondents who were confident, undecided or not confident in the plan were as follows.

Most frequent comments among respondents who were confident

- Supportive of the commitment.

- Using training to tackle racism.

Most frequent comments among respondents who were undecided

- Questioning the need for the plan.

- Supportive of the commitment.

- Questioning the effectiveness of training or education. Comments on this issue were mentioned more frequently by respondents who worked for the police than by respondents from the general public.

Most frequent comments among respondents who were not confident

- Questioning the need for the plan. Such comments were mentioned more frequently by:

  - male respondents

  - respondents who did not work for the police

- Questioning the effectiveness of training or education. These comments were provided more frequently by respondents who worked for the police than by those who did not work for the police.

Feedback on Commitment 3: Understanding the history of policing Black people and the ongoing impact of disproportionality

The commitment

The third commitment in the plan about which respondents were asked was about **the police understanding the history of policing Black people and the ongoing impact of disproportionality**. The specific wording of the commitment can be found in the text box below.

Commitment 3

"Policing will ensure that officers and staff understand the history of policing Black people and the ongoing impact and trauma of disproportionality:

The College and the NPCC will develop a mandatory programme that ensures every police officer, member of staff and volunteer is provided with training and education. This will support greater understanding of the national and local history of policing Black communities. It will seek to provide staff with confidence in discussing race and racism, as well as a greater understanding of historical relationships with Black communities, their personal role, and the impact of their behaviours, in order to improve trust and confidence within Black communities."

Confidence in this commitment

All respondents

Respondents were asked to what extent they were confident that "policing will ensure that officers and staff understand the history of policing Black people and the ongoing impact and trauma of disproportionality".

Roughly equal proportions of respondents were confident, not confident or undecided about the plan delivering against this commitment.

- Just over one-third of respondents were confident (35%).

- A similar proportion were not confident (36%).

- Three in 10 were undecided (29%).

Figure 6: Confidence that the police would ensure that officers and staff understand the history of policing Black people and the ongoing impact and trauma of disproportionality (all respondents, n=4,980)
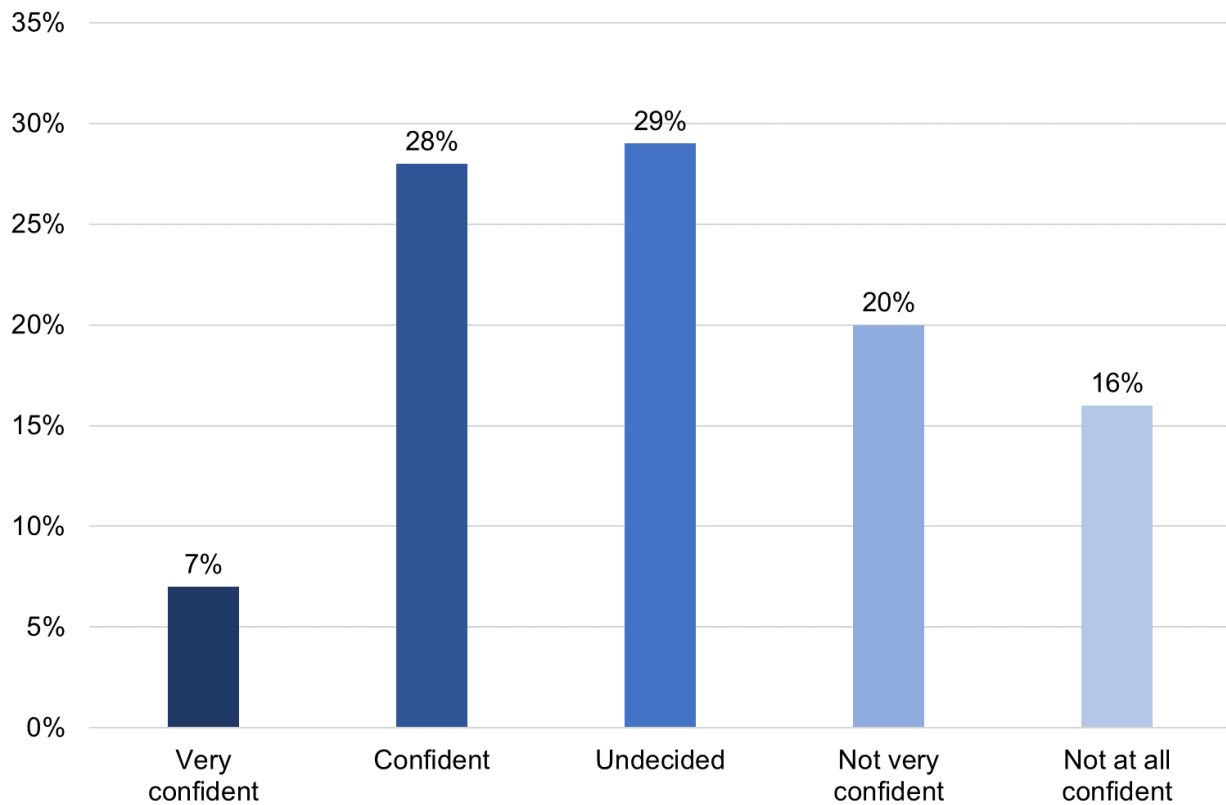
Socio-demographic differences

Like other commitments, some notable socio-demographic differences were identified in how confident respondents were in this commitment.

▪ **Ethnicity**: Respondents of Black or Mixed Black heritage had less confidence in the commitment than White respondents.

− 20% of Black or Mixed Black heritage respondents were confident, compared with 40% of White respondents.

− 24% of Black or Mixed Black heritage respondents were undecided, compared with 31% of White respondents.

− 56% of Black or Mixed Black heritage respondents were not confident, compared with 29% of White respondents.

- White respondents were, on average, more confident than respondents from all other ethnic groups (29% not confident compared to 48% Asian or Asian British, 42% other Mixed or multiple ethnicities, and 53% other ethnic groups).

- **Sex:** There were no notable differences in confidence according to respondent sex.

- **Age**: There were no notable differences in confidence according to respondent age.

- **Sexuality**: Respondents who preferred not to provide their sexual orientation had less confidence in the commitment (16% confident) than those who provided their sexual orientation (a range from 37% to 41% confident).

- **Religion**: Respondents who identified as Sikh, Muslim or 'any other religion' had the least confidence in the commitment (56%, 51% and 43% not confident respectively). This was most notably the case when compared to Christian respondents and respondents who identified with no religion, who had more confidence (30% and 35% not confident respectively).

- **Police officers, staff and volunteers**: Respondents who worked for the police were more confident in this commitment than those who did not work for the police (41% and 31% confident respectively). Senior members of police staff (inspector equivalent or above) were more confident (50% confident) than police officers (below inspector, 37% confident).

Open-text feedback on this commitment

The most frequent types of comment among respondents who were confident, undecided or not confident in the plan were as follows.

Most frequent comments among respondents who were confident

- Supportive of the commitment.

- Questioning the effectiveness of training or education.

Most frequent comments among respondents who were undecided

- Supportive of the commitment.

- Questioning the effectiveness of training or education.

Most frequent comments among respondents who were not confident

- Scepticism linked to disagreement with the focus only being on Black people. Respondents who preferred not to provide their sexual orientation provided comments under this theme more frequently than those who identified as straight/heterosexual.

- Challenges around facilitating change.

Feedback on Commitment 4: Developing a representative workforce

The commitment

All respondents were asked to provide feedback on whether the plan was likely to result in **the police developing a representative workforce**. The wording of this commitment, Commitment 4, is presented below.

Commitment 4

"The College and the NPCC will improve attraction, retention, and progression of Black people. This will include improving and/or changing processes and practices to eliminate any discrimination or bias from initial recruitment and at each stage of an individual's career. This will ensure that the potential, talent, energy, enthusiasm and expertise of Black officers and staff is not wasted. The police service will seek the support of HMICFRS to inspect every force in England and Wales to determine the progress that it has made in this regard."

Confidence in this commitment

All respondents

Respondents were asked to what extent they were confident that the plan would lead to "the development of a representative workforce". Again, roughly equal proportions of respondents were confident, not confident or undecided.

- Three in every 10 respondents were confident (30%).

- The same proportion were undecided (30%).

- A slightly larger proportion were not confident (40%).

Figure 7: Confidence that the police would develop a representative workforce (all respondents, n=4,982)
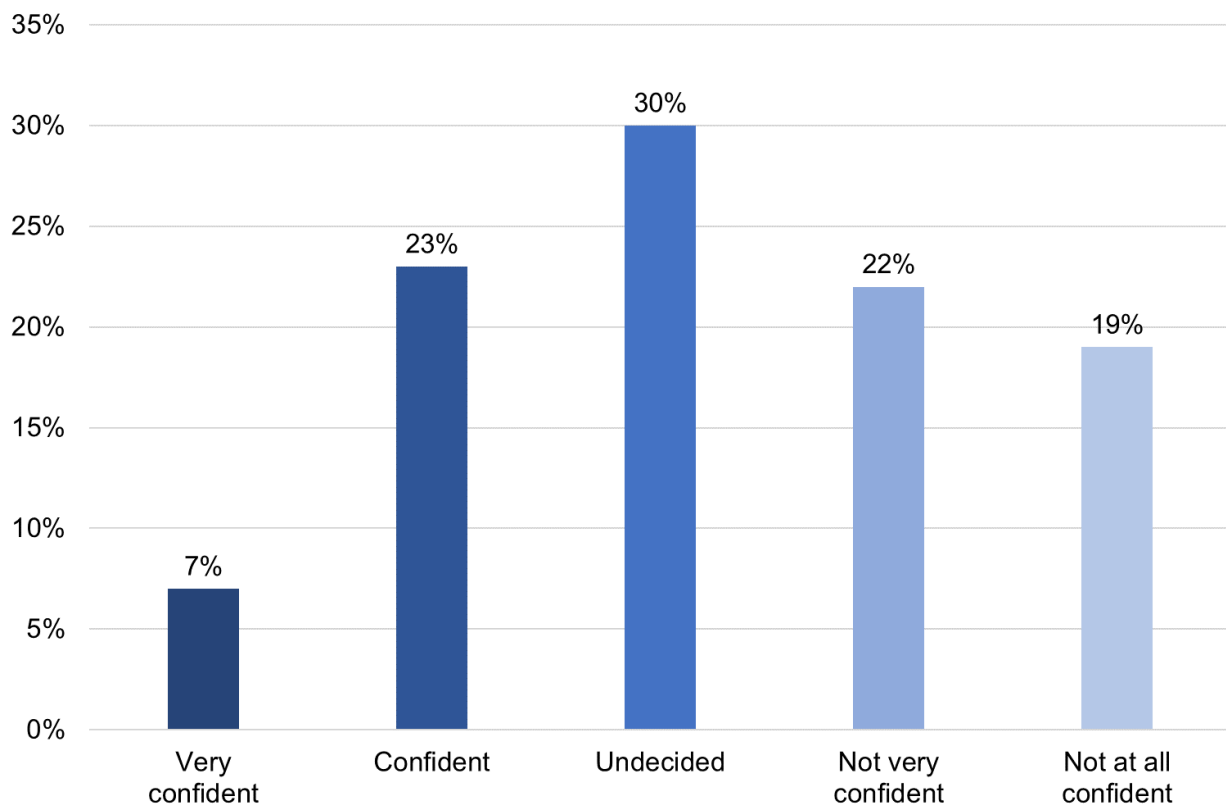
Socio-demographic differences

When comparing confidence in this commitment across different social and ethnic groups, the following key differences were identified.

- **Ethnicity**: Respondents of Black or Mixed Black heritage had less confidence in the commitment compared to White respondents.

  − 19% of Black or Mixed Black heritage respondents were confident, compared with 34% of White respondents.

  − 23% of Black or Mixed Black heritage respondents were undecided, compared with 32% of White respondents.

  − 58% of Black or Mixed Black heritage respondents were not confident, compared with 34% of White respondents.

  − White respondents were, on average, more confident than respondents from other ethnic groups (34% confident compared to 26% Asian or Asian British and 27% other Mixed or multiple ethnicities).

- **Sex:** There were no notable differences in confidence according to the sex of respondents.

- **Age:** Respondents aged under 25 years were more confident in the commitment than those aged 35 to 44 and those aged 45 to 54 years, who were least confident (39%, 28% and 29% confident respectively).

- **Sexuality**: Respondents who did not report their sexual orientation had less confidence in the commitment (18% confident) than those who did provide this information (a range from 32% to 33% confident).

- **Religion**: Hindu, Jewish, and Muslim respondents, as well as respondents who identified with 'any other religion', had the least confidence in the commitment (52%, 54%, 51% and 52% not confident respectively), This was most notably the case when compared to Christian respondents and respondents who identified with no religion, who had more confidence (35% and 41% not confident respectively).

- **Police officers, staff and volunteers**: There were no notable differences in confidence according to whether respondents worked for the police or not. However, of those who worked for the police, staff (including PCSOs) were more confident in the commitment than senior officers and staff (inspector or equivalent and higher, 39%, 23% and 29% confident respectively).

Open-text feedback on this commitment

The most frequent types of comment overall and among respondents who were confident, undecided or not confident in Commitment 4 were as follows.

Most frequent comments overall

- Respondents most frequently discussed that police recruitment and promotion should be based on suitability for the role and not race, irrespective of their confidence in the commitment.

- Comments under the category were more frequently provided by:

  - male respondents

  - respondents who did not work for the police

Most frequent comments among respondents who were confident

- Police recruitment and promotion should be based on suitability for the role and not race.

- Supportive of the commitment.

- The challenging relationship between Black communities and the police could hinder recruitment.

Most frequent comments among respondents who were undecided

- Police recruitment and promotion should be based on suitability for the role and not race.

- Questioning the effectiveness of the plan.

- The challenging relationship between Black communities and the police could hinder recruitment.

Most frequent comments among respondents who were not confident

- Police recruitment and promotion should be based on suitability for the role and not race.

- Questioning the effectiveness of the plan.

Feedback on Commitment 5: Increasing involvement of Black communities and improving support to Black victims

The commitment

Last, respondents were asked about the fifth commitment in the plan. Commitment 5, presented in the text box below, talked about **the police increasing the involvement of Black communities in its work and improving support it provides to Black victims of crime**.

Commitment 5

"Policing will increase the involvement of Black communities in its work and improve support to Black victims of crime:

The plan sets out a series of actions that will support a step change in the way that policing engages with, and responds to, input and feedback from Black communities. This includes greater involvement of Black communities in oversight and scrutiny activity, as well as input to inform strategic decision-making at national and local levels. It also includes wide-ranging activity that will improve policing response and effectiveness to support Black victims of crime and vulnerable group."

Confidence in this commitment

All respondents

Respondents were asked to what extent they were confident that "policing will increase the involvement of Black communities in its work and improve support to Black victims of crime" as a result of the plan.

In line with the other commitments, roughly equal proportions of respondents were confident, not confident or undecided about the plan achieving this goal.

- Around one-third of respondents felt confident (34%).

- The same proportion were not confident (34%).

- The remaining respondents were undecided (32%).

Figure 8: Confidence that the police would increase the involvement of Black communities in its work and improve support to Black victims of crime (all respondents, n=4,984)
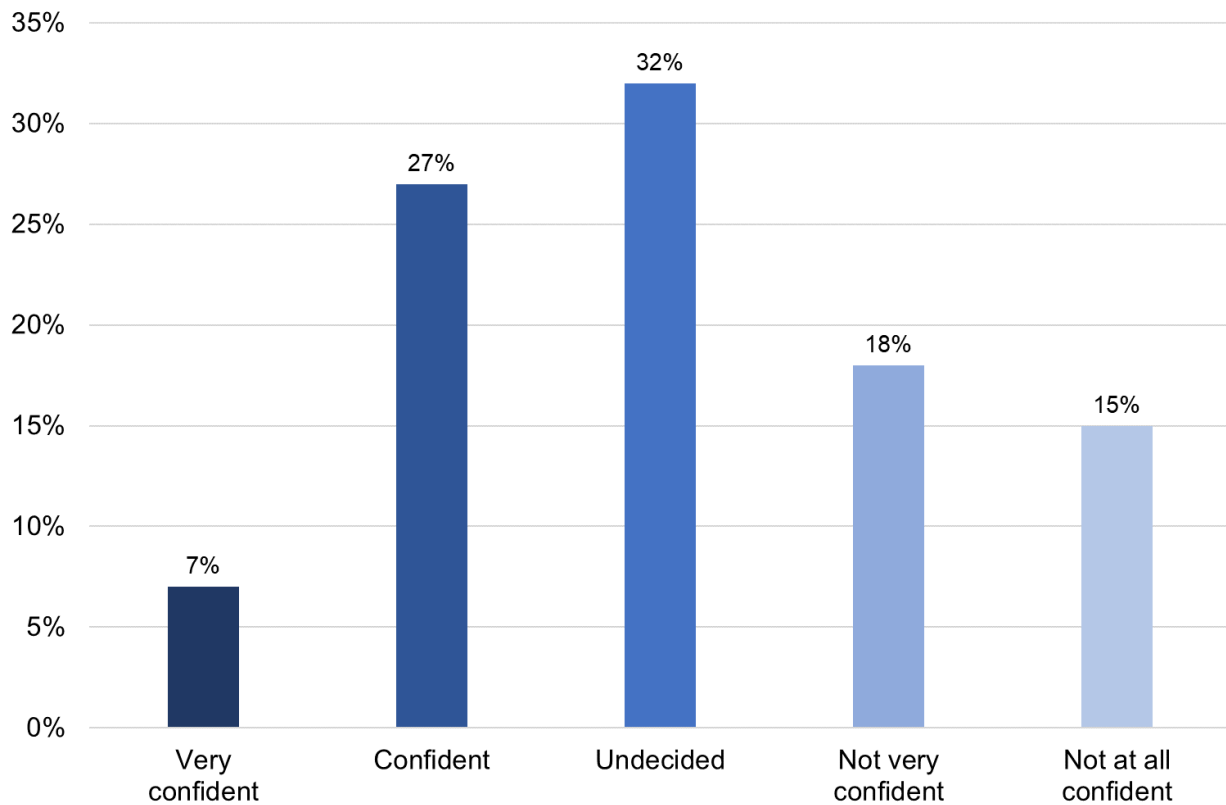
Socio-demographic differences

As before, levels of confidence in the commitment varied across different socio-demographic subgroups.

▪ **Ethnicity**: Respondents of Black or Mixed Black heritage were less confident in the commitment than White respondents.

- 22% of Black or Mixed Black heritage respondents were confident, compared with 38% of White respondents.

- 28% of Black or Mixed Black heritage respondents were undecided, compared with 34% of White respondents.

- 50% of Black or Mixed Black heritage respondents were not confident, compared with 28% of White respondents.

- − White respondents were, on average, more confident than respondents of other ethnic groups (28% not confident compared to 43% Asian and Asian British, and 37% other Mixed or multiple ethnicities).

- **Sex:** There were no notable differences in confidence according to the sex of respondents.

- **Age:** Respondents aged under 25 years had the most confidence in the commitment (47% confident), compared with those in other age groups (a range from 33% to 37% confident). Males aged under 25 years were less confident than females in the same age group (41% and 58% confident respectively).

- **Sexuality**: Respondents who did not describe their sexual orientation had less confidence (20% confident) than those who did (a range from 35% to 41% confident).

- **Religion**: Respondents who identified as Muslim and 'any other religion' had the least confidence in the commitment (49% and 43% not confident respectively). This was most notably the case when compared to Christian respondents and respondents who identified with no religion, who had more confidence (29% and 33% not confident respectively).

- **Police officers, staff and volunteers**: Respondents who worked for the police were, on average, more confident in Commitment 5 than those who did not work for the police (41% and 30% confident respectively). Lower-ranking police officers (below inspector) tended to have less confidence than those in other police roles (29% not confident, compared to a range from 16% to 19%).

Open-text feedback on this commitment

The most frequent types of comment overall and among respondents who were confident, undecided or not confident in Commitment 5 were as follows.

Most frequent comments overall

- Respondents frequently commented that community focus is required to build trust and confidence, irrespective of their own confidence in the commitment. Respondents aged 25 to 34 years mentioned this area more frequently than those aged over 65 years.

Most frequent comments among respondents who were confident

- Community focus is required to build trust and confidence.

- Supportive of the commitment.

Most frequent comments among respondents who were undecided

- Community focus is required to build trust and confidence.

- Equal treatment for all not based on race.

Most frequent comments among respondents who were not confident

- Questioning the effectiveness of the plan.

- Equal treatment for all not based on race.

- Community focus is required to build trust and confidence.

Appendix A: Feedback survey questionnaire

Introduction

The Police Race Action Plan has been developed jointly by the College of Policing and the National Police Chiefs' Council with input from stakeholders, including the National Black Police Officers' Association, and the Independent Scrutiny and Oversight Board Chair, as well as the Association of Police and Crime Commissioners.

Our vision is for a police service that is anti-racist and trusted by Black people.

The plan seeks to create an anti-racist culture, mind-set, values, and behaviours within policing. This will inform all operational policing practice, improving the experience and outcomes for Black people. It will enable the lived experience of our Black communities, officers, and staff to have a direct influence on our policies and practices going forward.

This survey offers respondents the opportunity to contribute views that will shape the Police Race Action Plan and its ongoing implementation. We welcome views from anyone with an interest in this area, including anti-racist organisations, community groups, members of the public, and police officers and staff.

The College of Policing will analyse feedback from this survey and the responses we receive will inform decisions on any future development and implementation of the plan. We will not be able to respond directly to respondents regarding the feedback they provide, but we commit to publishing a response on the NPCC and College of Policing websites. All survey responses are held confidentially and reporting on individual responses will be at an aggregate, anonymous level.

For this project, the College is the primary data controller for data disclosed by survey participants. The College is registered with the Information Commissioner's Office under registration reference: Z3458257. Following the conclusion of this project, all data will be held securely by the College of Policing for five years, after which time it will be securely destroyed. The College of Policing takes its legislative responsibilities under the General Data Protection Regulation (GDPR) very seriously. If you have any concerns regarding the processing of your information in this regard, please do not hesitate to contact the College of Policing data protection officer at: Data.Protection@college.pnn.police.uk. For further information about your rights under GDPR, please see the full privacy notice on the College of Policing website.

We greatly appreciate you taking the time to provide feedback, thank you.

1. Are you responding to this survey:

☐ As an individual
☐ On behalf of an organisation

Individual respondents

Before we take you to the feedback questions, it would be helpful to know a little about your background. This information will help us develop a better understanding of the views of different groups.

2. What is your age?

☐ Under 18
☐ 18-24
☐ 25–34
☐ 35–44
☐ 45–54
☐ 55–64
☐ 65 +
☐ Prefer not to say

3. Which of these categories best describes your ethnicity:

Asian or Asian British
☐ Indian
☐ Pakistani
☐ Bangladeshi
☐ Chinese
☐ Any other Asian background

Black, Black British, Caribbean or African
☐ Caribbean
☐ African
☐ Any other Black, Black British, or Caribbean background

Mixed or multiple ethnic groups
☐ White and Black Caribbean
☐ White and Black African
☐ White and Asian
☐ Any other Mixed or multiple ethnic background

White
- [ ] English, Welsh, Scottish, Northern Irish or British
- [ ] Irish
- [ ] Gypsy or Irish Traveller
- [ ] Roma
- [ ] Any other White background

Other ethnic group
- [ ] Arab
- [ ] Any other ethnic group
- [ ] Prefer not to say

4. What is your sex? A question about gender identity will follow.

- [ ] Female
- [ ] Male
- [ ] Intersex
- [ ] Prefer not to say

5. Is the gender you identify with the same as your sex registered at birth?

- [ ] Yes
- [ ] No
- [ ] Prefer not to say

6. Which of the following best describes your sexual orientation?

- [ ] Straight/Heterosexual
- [ ] Gay or Lesbian
- [ ] Bisexual
- [ ] Prefer not to say
- [ ] Other sexual orientation (please specify)

7. Do you consider yourself to have a disability according to the following definition?

Disability is a physical or mental impairment, which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities. This includes progressive and long-term conditions from the point of diagnosis, such as HIV, multiple sclerosis, cancer, mental illness or mental health problems, learning disabilities, dyslexia, diabetes, and epilepsy. This also includes 'disabled' as per the definition set out in the Equality Act 2010 and neurodiversity.

☐ No
☐ Yes
☐ Prefer not to say

8. What is your religion?

☐ No religion
☐ Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
☐ Buddhist
☐ Hindu
☐ Jewish
☐ Muslim
☐ Sikh
☐ Prefer not to say
☐ Any other religion (please specify)

9. Which area do you live in?

☐ List
☐ Other please specify

10. Do you work for the police?

☐ Yes
☐ No
☐ Prefer not to say

Police role

11. Which of the following best describes your police role?

☐ Volunteer
☐ Officer
☐ Officer – senior rank (insp & higher)
☐ Staff – including PCSO
☐ Staff – senior leader (insp equivalent & higher)
☐ Prefer not to say

Organisational respondents

Before we take you to the questions, it would be helpful to know a little about your organisation. This information will help us develop a better understanding of the views of different groups who respond to this survey.

12. What is the name of the organisation you are responding on behalf of?

> _____

13. What sector is your organisation based in?

☐ Policing
☐ Other public sector
☐ Private sector
☐ Third sector/ charity / Not for profit
☐ Other (please specify):

14. Please briefly describe your organisation's current involvement with policing.

> _____

The Police Race Action Plan

You will now be asked for your views on the Police Race Action Plan and the commitments it makes for policing. You can download the Police Race Action Plan from the College of Policing website: www.college.police.uk

We are interested in how confident you are that our commitments made in the plan will be achieved, as well as understanding the reasons for your views. The survey is short and allows you to provide comments with your answers. The survey will be open until the 15th August 2022.

Thank you for your interest in providing feedback and helping us to shape our commitments and actions.

You can download the document from here: www.college.police.uk

Commitment 1 – zero-tolerance of racism in policing

This section covers the first commitment "Zero-tolerance of racism in policing". There are three questions each focused on a different level from the commitment:

▪ personal and interpersonal level

- police force level

- national level

15. Zero-tolerance of racism in policing – at a personal and interpersonal level:

"Racist behaviour can be a criminal or disciplinary offence, which blights the reputation of forces and has significant consequences for individuals involved. The police service will enforce a zero-tolerance approach to racism in policing. That means it will not tolerate racist language, behaviour or actions by any serving officer or staff member. This includes behaviour in person, via social media or online to policing colleagues and members of the public. There is an explicit expectation for all serving officers and staff members to speak up and report inappropriate behaviours by colleagues. Mandatory national training, rolled out under this plan, will help drive home the fundamental importance of reporting. The training, which will be co-designed by the NBPA, will deliver the knowledge, cultural competence and confidence that officers and staff need to challenge, interrupt and report racism wherever they see it. It will strive to embed a proactive approach to opposing discrimination in any form, and to ensure that all officers are actively tackling racism in society and within the service.

The service will protect any affected officer or staff member who speaks up to report racist and discriminatory behaviours. As part of this plan, enhanced nationwide support will be put in place for Black officers and staff who are subject to alleged racial victimisation or racially motivated harassment and hate crime from any source."

To what extent are you confident that "Zero-tolerance of racism in policing – at a personal and interpersonal level" will be achieved through the Police Race Action Plan?

☐ Very Confident
☐ Confident
☐ Undecided
☐ Not very confident
☐ Not at all confident

Please provide any further comments you may have below:

16. Zero-tolerance of racism in policing – at a police force level:

"Reports of racist behaviour or action by officers and staff will be thoroughly investigated and will be dealt with swiftly and robustly, with appropriate support for victims and those reporting racist behaviours. The police service will not only deal with racism and discrimination where it occurs, but will be proactive in preventing it from happening in the first place."

We will use available sanctions within the disciplinary process and, where criminal offences may be disclosed, we will liaise with the Crown Prosecution Service (CPS). Every police force in England and Wales will review their policies, procedures and practices, embedding an anti-racist stance. Chief officers will be accountable for the identification and remedy of areas of potential conscious bias, unconscious bias or discrimination, at both personal and institutional levels. They will also ensure the effective investigation of any concerns raised by officers and staff, and will ensure that those who raise these concerns receive appropriate support. Under this plan, the NPCC will design new anti-racism principles for police standards and disciplinary departments. Misconduct panels will be made appropriately diverse, and members will receive anti-racism training that emphasises the gravity of racist and discriminatory behaviour. Progress within this area will be scrutinised by both local communities and the ISOB.'

To what extent are you confident that "Zero-tolerance of racism in policing – at a police force level" will be achieved through the Police Race Action Plan?

- [ ] Very Confident
- [ ] Confident
- [ ] Undecided
- [ ] Not very confident
- [ ] Not at all confident

Please provide any further comments you may have below:

17. Zero-tolerance of racism in policing – at a national level:

"The College and the NPCC will review all national standards for practice and training, ensuring that we support the development of an anti-racist police service. Commitment to anti-racism will be embedded as part of leadership programmes at all levels, wider promotion frameworks and appraisal processes. These programmes will be developed using both internal and external expertise. Actions under this plan will put in place national standards for recruitment and promotion to minimise racial disparities. These will be made subject to independent inspection by [His] Majesty's Inspectorate of

Constabulary and Fire & Rescue Services (HMICFRS).

The College and the NPCC will review the Code of Ethics, to further define the exemplary professional standards required of all police personnel. Chief officers in forces will be responsible for promoting increased levels of self-awareness, ensuring that everyone in policing feels able to always do the right thing and is confident to challenge colleagues irrespective of their rank, role or position."

The College and the NPCC will continue to work with partners and wider public services to develop an integrated and coherent approach to address inequalities faced by Black people. The police service will seek the support of HMICFRS to maintain this focus and accelerate change."

To what extent are you confident that "Zero-tolerance of racism in policing – at a national level" will be achieved through the Police Race Action Plan?

- ☐ Very Confident
- ☐ Confident
- ☐ Undecided
- ☐ Not very confident
- ☐ Not at all confident

Please provide any further comments you may have below:

Commitment 2 – 'explain or reform' approach

18. Commitment 2 – Policing will adopt an 'explain or reform' approach to address the negative impact and outcomes experienced by Black communities:

"The College and the NPCC will develop a mandatory programme that ensures every police officer, member of staff and volunteer is provided with training and education. This will support greater understanding of the national and local history of policing Black communities. It will seek to provide staff with confidence in discussing race and racism, as well as a greater understanding of historical relationships with Black communities, their personal role and the impact of their behaviours, in order to improve trust and confidence within Black communities."

To what extent are you confident that "Policing will adopt an 'explain or reform' approach to address the negative impact and outcomes experienced by Black communities" will be achieved through the Police Race Action Plan?

☐ Very Confident

☐ Confident

☐ Undecided

☐ Not very confident

☐ Not at all confident

Please provide any further comments you may have below:

Commitment 3 – understanding the history of policing Black people

19. Commitment 3 – Policing will ensure that officers and staff understand the history of policing Black people and the ongoing impact and trauma of disproportionality:

"The College and the NPCC will develop a mandatory programme that ensures every police officer, member of staff and volunteer is provided with training and education. This will support greater understanding of the national and local history of policing Black communities. It will seek to provide staff with confidence in discussing race and racism, as well as a greater understanding of historical relationships with Black communities, their personal role and the impact of their behaviours, in order to improve trust and confidence within Black communities."

To what extent are you confident that "Policing will ensure that officers and staff understand the history of policing Black people and the ongoing impact and trauma of disproportionality" will be achieved through the Police Race Action Plan?

☐ Very Confident

☐ Confident

☐ Undecided

☐ Not very confident

☐ Not at all confident

Please provide any further comments you may have below

Commitment 4 – development of a representative workforce

20. Commitment 4 – The development of a representative workforce:

"The College and the NPCC will improve attraction, retention and progression of Black people. This will include improving and/or changing processes and practices to eliminate any discrimination or bias from initial recruitment and at each stage of an individual's career. This will ensure that the potential, talent, energy, enthusiasm and expertise of Black officers and staff is not wasted. The police service will seek the support of HMICFRS to inspect every force in England and Wales to determine the progress that it has made in this regard."

To what extent are you confident that "The development of a representative workforce" will be achieved through the Police Race Action Plan?

- [ ] Very Confident
- [ ] Confident
- [ ] Undecided
- [ ] Not very confident
- [ ] Not at all confident

Please provide any further comments you may have below:

Commitment 5 – increasing involvement of Black communities and support for victims

21. Commitment 5 – Policing will increase the involvement of Black communities in its work and improve support to Black victims of crime:

"The plan sets out a series of actions that will support a step change in the way that policing engages with, and responds to, input and feedback from Black communities. This includes greater involvement of Black communities in oversight and scrutiny activity, as well as input to inform strategic decision-making at national and local levels. It also includes wide-ranging activity that will improve policing response and effectiveness to support Black victims of crime and vulnerable group."

To what extent are you confident that "Policing will increase the involvement of Black communities in its work and improve support to Black victims of crime" will be achieved through the Police Race Action Plan?

- [ ] Very Confident
- [ ] Confident
- [ ] Undecided

☐ Not very confident

☐ Not at all confident

Please provide any further comments you may have below

[ ]

Police Race Action Plan

22. Overall, to what extent are you confident that the Police Race Action Plan will address racial bias towards Black people in policing?

☐ Very Confident

☐ Confident

☐ Undecided

☐ Not very confident

☐ Not at all confident

23. Please use the space below to tell us why you feel this way about the Police Race Action Plan, or to leave any further comments

[ ]

24. How did you find out about the Police Race Action Plan?

☐ Police force/PCC website

☐ Police association/network

☐ NPCC/College of Policing website

☐ Local media outlet

☐ Police force/PCC internal communication (eg. email, intranet)

☐ Police community engagement event

☐ NPCC/College of Policing social media

☐ Police force/PCC social media

☐ National media outlet

☐ Word of mouth

☐ Neighbourhood Watch

☐ Other (please specify):

25. If you would like to be updated on the Police Race Action Plan, please provide your email below:

[ ]

Appendix B: Question response rates and respondent profile

Question response rates

Proportions of valid responses

Table B1: Numbers and proportions of valid responses (for example, blanks or refusals) for every survey question

Respondent type and survey question	Sample size	Valid responses	
		Number	% of total
Are you responding to this survey as an individual or on behalf of an organization?	5,069	5,060	99.8
Responding as individuals			
What is your age?	4,932	4,923	99.8
Which of these categories best describes your ethnicity?	4,932	4,923	99.8
What is your sex?	4,932	4,918	99.7
Is the gender you identify with the same as your sex registered at birth?	4,932	4,889	99.1
Which of the following best describes your sexual orientation?	4,932	4,860	98.5
Do you consider yourself to have a disability according to the following definition?	4,932	4,924	99.8
What is your religion?	4,932	4,920	99.8
Which area do you live in?	4,932	4,853	98.4
Do you work for the police?	4,932	4,929	99.9
Which of the following best describes your police role? (Police only)	1,947*	1,948	100.1
Responding on behalf of organisation			
What sector is your organisation based in?	128*	129	100.1
All			
Commitment 1a: Zero-tolerance of racism in policing at a personal and interpersonal level	5,069	5,002	98.7
Commitment 1b: Zero-tolerance of racism in policing at a police force level	5,069	4,986	98.4

Commitment 1c: Zero-tolerance of racism in policing at a national level	5,069	5,004	98.7
Commitment 2: Policing will adopt an 'explain or reform' approach to address the negative impact and outcomes experienced by Black communities	5,069	5,002	98.7
Commitment 3: Policing will ensure that officers and staff understand the history of policing Black people and the ongoing impact and trauma of disproportionality	5,069	4,980	98.2
Commitment 4: The development of a representative workforce	5,069	4,982	98.3
Commitment 5: Policing will increase the involvement of Black communities in its work and improve support to Black victims of crime	5,069	4,984	98.3
Overall, to what extent are you confident that the Police Race Action Plan will address racial bias towards Black people in policing?	5,069	4,979	98.2
How did you find out about the Police Race Action Plan?	5,069	4,996	98.6

*Note: Most likely an inputting error.

Distributions of valid responses by ethnicity

Table B2: Number and proportion of valid respondents for different ethnic subgroups (n=4,923)

Self-defined ethnic group	Valid responses	
	Number	% of total
Asian or Asian British	292	6
Black, Black British, or mixed Black	476	10
Mixed or multiple	164	3
White	3,570	73
Other ethnic groups	40	1
Prefer not to say	381	8

Respondent profile

Capacity of respondents

Table B3: Are you an individual or responding on behalf of an organisation? (n=5,069)

	Responses	
Capacity of respondent	**Number**	**% of total**
As an individual	4,932	97
On behalf of an organisation	128	3

Age of respondents responding as individuals

Table B4: What is your age? (n=4,923)

	Responses	
Age of respondent	**Number**	**% of total**
Under 18	15	<1
18 to 24	99	2
25 to 34	416	8
35 to 44	826	17
45 to 54	1,131	23
55 to 64	1,021	21
65+	1,167	24
Prefer not to say	248	5

Ethnicity of respondents responding as individuals

Table B5: Which of these categories best describes your ethnicity? (n=4,923)

	Responses	
Ethnicity of respondent	**Number**	**% of total**
Asian or Asian British – Total	**292**	**6**
Bangladeshi	19	<1
Chinese	22	<1
Indian	124	3
Pakistani	86	2
Any other Asian background	41	1
Black, Black British, or mixed Black – Total	**476**	**10**

African	140	3
Caribbean	125	3
White and Black African	27	1
White and Black Caribbean	96	2
Any other Black, Black British or Caribbean background	88	2
Mixed or multiple ethnic groups – Total	**164**	**3**
White and Asian	63	1
Any other mixed or multiple ethnic background	101	2
White – Total	**3,570**	**73**
English, Welsh, Scottish, Northern Irish or British	3,323	67
Irish	65	1
Gypsy or Irish Traveller	8	<1
Roma	5	<1
Any other White background	169	3
Other ethnic group – Total	**40**	**1**
Arab	7	<1
Any other ethnic group	33	1
Prefer not to say	**381**	**8**

Sex and gender of respondents responding as individuals

Table B6: What is your sex? (n=4,918)

Sex of respondent	Responses	
	Number	% of total
Female	2,601	53
Male	2,004	41
Intersex	6	<1
Prefer not to say	307	6

Table B7: Is the gender you identify with the same as your sex registered at birth? (n=4,889)

Response	Responses	
	Number	% of total
Yes	4,536	93
No	32	1
Prefer not to say	321	7

Sexual orientation of respondents responding as individuals

Table B8: Which of the following best describes your sexual orientation? (n=4,860)

Sexual orientation of respondent	Responses	
	Number	% of total
Straight/Heterosexual	4,050	83
Gay or Lesbian	182	4
Bisexual	118	2
Other sexual orientation	10	<1
Prefer not to say	500	10

Disability of respondents responding as individuals

Table B9: Do you consider yourself to have a disability? (n=4,924)

Response	Responses	
	Number	% of total
No	3,553	72
Yes	1,018	21
Prefer not to say	353	7

Religion of respondents responding as individuals

Table B10: What is your religion? (n=4,920)

Religion of respondent	Responses	
	Number	% of total
Buddhist	48	1
Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	2,273	46
Hindu	44	1
Jewish	38	1
Muslim	154	3
Sikh	40	1
No religion	1,790	36
Any other religion	113	2
Prefer not to say	420	9

Residential area of respondents responding as individuals

Table B11: Which area do you live in? (n=4,853)

Residential area of respondent	Responses	
	Number	% of total
Avon and Somerset	65	1
Bedfordshire	122	3
Cambridgeshire	265	5
Cheshire	283	6
Cleveland	35	1
Cornwall	5	<1
Cumbria	25	1
Derbyshire	73	2
Devon	20	<1
Dorset	14	<1
Durham	24	<1
Dyfed-Powys	35	1
Essex	152	3
Gloucestershire	54	1
Greater London	286	6

Greater Manchester	102	2
Gwent	36	1
Hampshire	283	6
Hertfordshire	168	3
Humberside	10	<1
Kent	293	6
Lancashire	35	1
Leicestershire	34	1
Lincolnshire	29	1
Merseyside	108	2
Norfolk	248	5
North Wales	18	<1
North Yorkshire	39	1
Northamptonshire	61	1
Northumbria	119	2
Nottinghamshire	9	<1
South Wales	84	2
South Yorkshire	30	1
Staffordshire	61	1
Suffolk	235	5
Surrey	181	4
Sussex	186	4
Thames Valley	423	9
Warwickshire	18	<1
West Mercia	12	<1
West Midlands	104	2
West Yorkshire	265	5
Wiltshire	33	1
Other	96	2
Prefer not to say	75	2

Employment in the police among respondents responding as individuals

Table B12: Do you work for the police? (n=4,929)

Response	Responses	
	Number	**% of total**
No	2,802	57
Yes	1,947	40
Prefer not to say	180	4

Table B13: Which of the following best describes your police role? (Police respondents only, n=1,948)

Police role of respondent	Responses	
	Number	**% of total**
Officer	809	42
Officer – senior rank (inspector and higher)	267	14
Staff – including PCSO	628	32
Staff – senior leader (inspector equivalent and higher)	164	8
Volunteer	32	2
Prefer not to say	48	2

Profile of the organisations on behalf of which respondents were responding

Table B15: What sector is your organisation in? (n=129)

Sector of respondent's organisation	Responses	
	Number	**% of total**
Policing	35	27
Other public sector	17	13
Private sector	9	7
Third party, charity or not for profit	55	43
Prefer not to say	13	10

Numerous professional, community, charity or faith-based organisations were reported. Most of these related to diversion and equality, children and young people, victim support, mental health, homelessness, antisocial behaviour or disability. There were around 10 respondents who reported that their organisation had little or no involvement with policing.

Appendix C: Statistical analysis strategy

This analytical strategy was included in the specification provided to DJS Research when the feedback survey was commissioned.

Analysis context

The Police Race Action Plan feedback survey aims to collect views on the proposed commitments to deliver the actions in the Police Race Action Plan. The aim of the quantitative analysis is to understand the confidence levels of respondents in relation to the commitments made and any differences between respondent groups (for example, comparing the police workforce with the public, or comparing different ethnic backgrounds and ages).

Sampling considerations

The degree of uncertainty in the statistical analysis of survey data is typically a function of three factors:

- the sample size

- the variation in responses between groups

- any bias in the sample

As sample sizes increase, uncertainty in the results generally decreases. Sample sizes below 50 are generally too small, they carry too much uncertainty, and they inhibit the ability to explore differences between groups and conduct further inferential analysis (significance testing). The exception for this is when the differences are so large that they would probably still exist irrespective of the sample size. In cases where the number of respondents within each category is small, groups can be aggregated to generate larger sample sizes.

Groups will be aggregated where required to ensure that there is a sufficient number of respondents who have answered the questions to conduct further analysis. For example, for ethnicity, all respondents who identified as White will be grouped together. Likewise, this will also be the case for those who identified as Black (including Mixed Black ethnicity), Asian and Mixed ethnicity. If the sample size of a group is too small and aggregation is not possible, we will be limited to basic descriptive statistics. Caution will be

taken when aggregating minority groups to ensure that their overarching views are similar and that this will not skew the group's results.

A random survey sample is advantageous, as this leads to a precise estimate of the uncertainty in the analysis. Under ideal conditions, this will produce unbiased conclusions that are generalisable to a wider population. A random sample means that everyone has the same probability to be selected to participate in the survey and is representative of the entire population. However, we have an unknown amount of bias in this survey sample, as respondents were not randomly selected and therefore the amount of error is not random, leading to potential bias. For example, some people may not have seen this survey, some forces have publicised the survey more than others, and there may be bias around who is responding (respondents may be a certain type of person).

In situations where the sample is not largely representative (small sample sizes and potential bias), it is more difficult to generalise findings and we must be wary of the conclusions we draw. For example, when reporting on the results, we may only be able to provide insight into the views of the people who responded to the survey rather than inferring the populations opinions from the sample data. For the aforementioned reasons, significance testing will only be used to examine the robustness of large differences and not to generalise findings. Any significance testing conducted requires adequate caveating and caution to be taken around appropriate reporting.

Data cleaning

The data will be cleaned prior to beginning the analysis. This will include:

- removing any variables not needed

- ensuring variables are appropriately named

- identifying and removing any duplicates and invalid responses

- detecting and dealing with any incomplete and missing data

- creating variables where required

- recoding variables if required for further analysis

Analysis

Initial analysis

Descriptive statistics will be used to describe and explore the survey data. This will include looking at:

- the demographics of respondents and making comparison to national data

- the number of respondents per question

- how people have answered different questions, including:

    - how many people and what proportions were confident or not confident in each commitment and the overall plan

    - exploring the above within different demographic groups

- whether the data is parametric or non-parametric and meets the assumptions for further inferential analysis

Descriptive summaries, crosstabulation tables and frequencies will be used to conduct the initial analysis. This will provide the foundation of the report, offering insight into trends and patterns in the data.

Further analysis

A measure of the internal reliability of the survey (Cronbach's alpha) will be calculated as to see how closely related the Likert (scale-based) confidence questions are to one another and to confirm whether they are all measuring a similar underlying feature (confidence) in the plan.

While weighting responses is another method that can be used to correct data, given the issues surrounding bias within the sample, the responses from Black individuals will not be weighted, as this will accentuate any existing bias.

Comparisons

The table below includes a summary of where comparisons will be made to explore the existence of differences between groups and examples of what statements can be made as a result.

Comparison groups	Example statement
Police or non-police status • Works for police • Does not work for police	Respondents who work for the police were more confident that Commitment 2 will be achieved through the plan than respondents who do not work for the police (or vice versa).
Police role • Officer • Staff	Respondents who were officers were less confident that Commitment 3 will be achieved through the plan than respondents who were staff (or vice versa).
Ethnicity • Asian • Black (including Mixed Black ethnicity) • Mixed background • White	Asian respondents were more confident that the plan will address racial bias towards Black people in policing than Black respondents. Black respondents were less confident that Commitment 2 will be achieved through the plan than respondents of a mixed background.
Age • Under 24 • 25 to 34 • 35 to 44 • 45 to 54 • 55 to 64 • 65+	Respondents under 24 were more confident that Commitment 4 will be achieved through the plan than respondents aged 25 to 34. Respondents aged 35 to 44 were less confident that Commitment 5 will be achieved by the plan than respondents aged 45 to 54.
Sex • Male • Female	Male respondents were more confident that Commitment 2 will be achieved by the plan than female respondents (or vice versa).

It is unlikely that comparison will be made between individual and organisation responses, or for religion, sexual orientation and disability, as sample sizes are very unequal and small within some of the sub-groups.

Appendix D: Coded open-text feedback

The tables in this appendix provide a breakdown of the open-text comments provided by respondents on the overall plan and each of its commitments. The feedback has been coded by the type of comment that was provided. The comments have been presented according to how confident respondents were in the overall plan or the commitment, and ranked based on the 'not confident' responses. The most frequently mentioned issues in each column have been put in bold text in shaded cells

Feedback on the overall plan

Table D1: Frequency of comments on the overall plan by respondent confidence in the plan (five most frequent comments highlighted)

Comment type (coded)	Confident (n= 583)	Undecided (n=853)	Not confident (n=1,224)
Scepticism of the plan linked to unaddressed institutional racism	**9%**	**17%**	**21%**
Questioning the need for the plan	**7%**	9%	**21%**
Questioning the effectiveness of the plan	5%	**19%**	**18%**
Scepticism of plan – disagree with focus only being on Black people	**11%**	**11%**	**16%**
General criticism of the police	2%	5%	**14%**
Law and order should be prioritised over Police Race Action Plan	**7%**	9%	**13%**
Scepticism of policing to effectively implement the plan	3%	9%	13%
Supportive of the plan	**63%**	**34%**	10%
Racism is a broader societal problem beyond policing	4%	10%	8%
Feelings of victimisation – treating Black communities preferentially to other communities	5%	5%	7%
Questioning the consequences for discriminatory behaviour	4%	3%	7%
Achieving the outcomes of the plan will take a significant amount of time	6%	**13%**	4%
Collaboration between policing agencies and community groups is needed to drive change	**8%**	8%	4%

No further comments	3%	3%	4%
Review the fast-track and/or degree-holder processes to help representation	2%	3%	4%
Not enough information given	2%	6%	3%
Hasn't witnessed racism	4%	3%	3%
Discriminatory comment	1%	1%	2%
Onus on individual forces to implement the plan	3%	4%	1%
Police need more positive media coverage	3%	2%	1%
Racist comment	0%	<1%	1%
Don't know or not answered	<1%	2%	1%
Other	<1%	0%	<1%

Feedback on Commitment 1a: Achieving zero-tolerance of racism in policing at a personal and interpersonal level

Table D2: Frequency of comments on Commitment 1a by respondent confidence in that commitment (five most frequent comments highlighted)

Comment type (coded)	Confident (n=259)	Undecided (n=511)	Not confident (n=817)
Challenges around facilitating change	**23%**	**29%**	**23%**
Scepticism of the commitment – disagree with focus only being on Black people	**8%**	**16%**	**23%**
Questioning the need for the plan	**9%**	11%	**17%**
Feelings of victimisation – treating Black communities preferentially to other communities	**8%**	**13%**	**14%**
Individual differences in opinions	**8%**	**12%**	**10%**
Insufficient consequences for discriminatory behaviour	7%	7%	**9%**
Action is required, not plans or words	**8%**	8%	7%
Issues surrounding reporting inappropriate behaviour	7%	**12%**	6%
Supportive of the commitment	**32%**	**20%**	6%
Using education to tackle racism	**14%**	11%	6%
Improve the recruitment process	3%	4%	6%

Hidden inappropriate behaviours or actions may be not addressed	**8%**	5%	5%
Has been a victim or witness of racism or discrimination	1%	2%	4%
Concerns over who decides what is offensive	3%	2%	3%
Processes allow for discriminatory actions	0%	1%	3%
No experience of racism	6%	3%	3%
Issues surrounding challenging inappropriate behaviour	4%	3%	2%
Criticism of the survey	1%	2%	2%
Difficulty completely removing those who fail to comply with the required standards	1%	2%	2%
Already upholds a zero-tolerance policy against racism	3%	4%	2%
Fear of being unintentionally offensive	3%	1%	2%
Younger generations have a positive impact	3%	2%	1%
Criticism of the police	0%	<1%	1%
Scepticism of the plan linked to unaddressed institutional racism	0%	<1%	1%
Not every officer is, or has been, racist	1%	1%	1%
Racism is a broader societal problem beyond policing	0%	0%	<1%
Racist comment	0%	0%	<1%
Don't know or not answered	2%	2%	1%
Other	2%	3%	2%

Feedback on Commitment 1b: Achieving zero-tolerance of racism in policing at a police force level

Table D3: Frequency of comments on Commitment 1b by respondent confidence in that commitment (five most frequent comments highlighted)

Comment type (coded)	Confident (n=201)	Undecided (n=413)	Not confident (n=702)
Scepticism of the plan linked to unaddressed institutional racism	9%	13%	16%
General criticism of the police	6%	8%	15%
Questioning the need for the commitment	7%	9%	15%
Scepticism of the commitment linked to the investigation of racism	6%	11%	8%
All racially inappropriate behaviour should be taken seriously	13%	10%	8%
Feelings of victimisation – treating Black communities preferentially to other communities	8%	5%	7%
Unconscious bias training has an adverse effect	1%	5%	6%
Questioning the effectiveness of the commitment	2%	5%	5%
Supportive of the commitment	33%	17%	5%
Issues surrounding reporting inappropriate behaviour	6%	7%	4%
Racism is a broader societal problem beyond policing	4%	2%	4%
Improve the recruitment process	2%	4%	4%
Cultural obstacles preventing accountability towards racism	1%	3%	3%
Time requirements to tackle inappropriate behaviours among other demands	3%	4%	3%
Cultural lack of awareness towards racism	3%	1%	2%
Law and order should be prioritised over Police Race Action Plan	2%	1%	2%
Use education to tackle racism	2%	4%	1%

Police need better training or current training is insufficient	1%	2%	1%
Over-communication can diminish important messages and standards	1%	1%	1%
Sceptical of plan, holding a belief that crimes are more likely to be committed by some ethnicities than others	0%	1%	1%
Don't know or not answered	**7%**	8%	**10%**
Other	1%	2%	1%

Feedback on Commitment 1c: Achieving zero-tolerance of racism in policing at a national level

Table D4: Frequency of comments on Commitment 1c by respondent confidence in that commitment (five most frequent comments highlighted)

Comment type (coded)	Confident (n=159)	Undecided (n=363)	Not confident (n=642)
Scepticism of the plan – disagree with focus only being on Black people	**13%**	**10%**	**18%**
Cultural obstacles preventing accountability towards racism	**11%**	**12%**	**13%**
Questioning the need for the plan – more effective prioritisation of crime and budget	7%	**7%**	**13%**
General criticism of the police	5%	**7%**	**12%**
Action is required, not plans or words	6%	**9%**	**9%**
Improve the recruitment and promotion process	**8%**	7%	**9%**
General criticism of the public sector	2%	3%	**4%**
Supportive of the commitment	**26%**	**9%**	**4%**
Scepticism of the plan linked to unaddressed institutional racism	0%	3%	3%
Onus on individual forces to implement the commitment	5%	6%	3%
Challenges to facilitating change	1%	3%	3%
The culture of rank enabling the continuation of racism	1%	2%	3%
Community focus is required to build trust and confidence	4%	2%	2%
We need more information about it	3%	6%	2%

Using training to tackle racism	6%	2%	2%
Using education to tackle racism	3%	2%	1%
Consistent approaches and inspection across forces required	4%	3%	1%
UK policing should not be influenced by international incidents	0%	0%	1%
Change of culture takes a significant amount of time	2%	2%	<1%
Negative impact of labelling – segregation	0%	2%	1%
Younger generations have a positive impact	1%	2%	<1%
Questioning the effectiveness of the plan	0%	<0%	0%
Racist comment	1%	0%	0%
Don't know or not answered	**9%**	**14%**	**13%**
Other	0%	3%	2%

Feedback on Commitment 2: Adopting an 'explain or reform' approach

Table D5: Frequency of comments on Commitment 2 by respondent confidence in that commitment (five most frequent comments highlighted)

Comment type (coded)	Confident (n=194)	Undecided (n=413)	Not confident (n=672)
Questioning the need for the plan	**9%**	**18%**	**21%**
Questioning the effectiveness of training or education	**9%**	**14%**	**17%**
Scepticism of the plan – disagree with focus only being on Black people	**6%**	**9%**	**14%**
Feelings of victimisation – treating Black communities preferentially to other communities	4%	6%	**10%**
Scepticism of the plan linked to unaddressed institutional racism	4%	7%	**8%**
General criticism of the police	3%	1%	7%
Supportive of the commitment	**25%**	**16%**	6%
Scepticism due to the lack of trust from the Black community	4%	4%	5%
Challenges around facilitating change	3%	2%	5%

The importance of life experience through engaging with communities	**10%**	6%	4%
Using training to tackle racism	**16%**	**10%**	4%
Waiting to see how this commitment and the overall plan will be navigated in practice	**6%**	7%	4%
Improve recruitment and promotion	3%	2%	3%
Dedicated staff and officers to implement the plan	3%	4%	2%
Community focus is required to build trust and confidence	**6%**	4%	2%
Sustained commitment to proactive action is required	**6%**	3%	2%
Fear of being unintentionally racist or offensive	3%	0%	1%
Be transparent, welcome scrutiny and acknowledge issues	4%	3%	1%
Force resourcing issues to explain racial disparity	0%	2%	1%
Racist comment	0%	0%	<1%
Don't know or not answered	2%	3%	5%
Other	2%	1%	1%

Feedback on Commitment 3: Understanding the history of policing Black people and the ongoing impact of disproportionality

Table D6: Frequency of comments on Commitment 3 by respondent confidence in that commitment (five most frequent comments highlighted)

Comment type (coded)	Confident (n=184)	Undecided (n=374)	Not confident (n=665)
Scepticism of the plan – disagree with focus only being on Black people	**6%**	**9%**	**16%**
Challenges around facilitating change	5%	**9%**	**12%**
Questioning the need for the plan	5%	**10%**	**9%**
Cultural obstacles preventing accountability towards racism	**6%**	7%	**8%**

Feelings of victimisation – treating Black communities preferentially to other communities	5%	3%	**8%**
Questioning the effectiveness of the plan	4%	7%	**8%**
Questioning the effectiveness of training or education	**16%**	**11%**	**7%**
The importance of still considering all diverse groups	5%	5%	5%
Questioning relevance of historic issues to resolving racism in modern society	1%	2%	5%
General criticism of the police	0%	1%	5%
Scrutiny and/or change needed in force policies and practices	2%	3%	4%
Supportive of the commitment	**22%**	**13%**	4%
Understands the challenging relationship between Black communities and the police	3%	3%	3%
Sceptical of plan, holding a belief that crimes are more likely to be committed by some ethnicities than others	1%	2%	3%
Improve the recruitment and promotion process	2%	2%	3%
Sustained commitment to proactive action is required	2%	1%	3%
Waiting to see how this commitment and the overall plan will be navigated in practice	**9%**	**10%**	3%
We need more information about it	1%	2%	3%
Community focus is required to build trust and confidence	3%	3%	2%
Engagement with, and involvement of, Black people is needed for implementation to be successful	3%	3%	1%
All racially inappropriate behaviour should be taken seriously	2%	<1%	1%

Racism isn't treated as a force-level priority	0%	0%	1%
Racist comment	0%	0%	1%
Caution needed around intrusiveness of training	4%	2%	<1%
Scepticism of the plan linked to unaddressed institutional racism	0%	<1%	<1%
Racism is a broader societal problem beyond policing	1%	2%	<1%
Don't know or not answered	**7%**	6%	6%
Other	5%	2%	2%

Feedback on Commitment 4: Developing a representative workforce

Table D7: Frequency of comments on Commitment 4 by respondent confidence in that commitment (five most frequent comments highlighted)

Comment type (coded)	Confident (n=238)	Undecided (n=483)	Not confident (n=720)
Police recruitment and promotion should be based on suitability for the role and not race	**18%**	**21%**	**24%**
Questioning the effectiveness of the plan	**12%**	**13%**	**17%**
The challenging relationship between Black communities and the police could hinder recruitment	**16%**	**13%**	**9%**
Challenges around facilitating change	7%	**7%**	**9%**
Scepticism of plan – disagree with focus only being on Black people	5%	**6%**	**9%**
Concern that the commitment will not be enforced	2%	2%	**6%**
Questioning the need for the plan	1%	4%	**5%**
Community focus is required to build trust and confidence	**10%**	5%	4%
Feelings of victimisation – treating Black communities preferentially to other communities	3%	3%	4%

Scrutiny and/or change needed in force policies and practices	4%	4%	3%
Commitment wording or language concerns	1%	1%	3%
We need more information about it	2%	3%	3%
Supportive of the commitment	**17%**	**12%**	3%
Waiting to see how this commitment and the overall plan will be navigated in practice	7%	7%	3%
Racism is a broader societal problem beyond policing	2%	1%	2%
General criticism of the police	1%	2%	2%
More support needed for Black colleagues – promotion processes	2%	2%	2%
Scepticism of the plan linked to unaddressed institutional racism	0%	1%	2%
The respondent's force already operates fair recruitment and/or retention processes in relation to diversity	5%	3%	2%
Improve the recruitment and promotion process	2%	3%	2%
Change of culture takes a significant amount of time	8%	4%	1%
Commitment or plan doesn't go far enough – rationale and more research needed	1%	2%	1%
Discriminatory comment	<1%	0%	1%
Police need more positive media coverage for this to work	1%	1%	<1%
More support needed for Black colleagues – English as a second language	<1%	<1%	<1%
Racist comment	0%	<1%	<1%
Don't know or not answered	1%	1%	3%
Other	3%	2%	3%

Feedback on Commitment 5: Increasing the involvement of Black communities and improving support to Black victims

Table D7: Frequency of comments on Commitment 5 by respondent confidence in that commitment (five most frequent comments highlighted)

Comment type (coded)	Confident (n=188)	Undecided (n=387)	Not confident (n=633)
Questioning the effectiveness of the plan	9%	10%	20%
Equal treatment for all not based on race	9%	11%	12%
Community focus is required to build trust and confidence	24%	19%	12%
Scepticism of plan – disagree with focus only being on Black people	6%	6%	11%
Feelings of victimisation – treating Black communities preferentially to other communities	10%	7%	10%
General criticism of the police	2%	4%	8%
Waiting to see how this commitment and the overall plan will be navigated in practice	8%	8%	6%
Scepticism of the plan linked to unaddressed institutional racism	2%	1%	4%
Supportive of the commitment	16%	10%	4%
Law and order should be prioritised over Police Race Action Plan	0%	2%	3%
Challenges around facilitating change	2%	3%	3%
Hopeful for change	10%	5%	3%
Questioning the need for the plan – this commitment is already in place	3%	2%	2%
Onus on individual forces to implement the plan	2%	3%	2%
Attitudes of ethnic groups are more important than outcomes or plans	2%	3%	2%

Some people always having a negative view	1%	2%	2%
This commitment may take a significant amount of time – urgency to act now emphasised	4%	2%	1%
Improve the recruitment process – more diverse officers needed	1%	2%	1%
We need more information about it	1%	2%	<1%
Discriminatory comment	0%	<1%	<1%
This commitment is an ongoing requirement that additionally requires focus outside of the plan	1%	<1%	<1%
Don't know or not answered	3%	4%	5%
Other	3%	4%	3%