

Summary of Recommendations

This report makes 24 recommendations.
These are grouped into 4 broad themes:

- build trust
- promote fairness
- create agency
- achieve inclusivity

They cover the aspects of change that the Commission believes will catalyse the *most effective way* to meaningfully address disparities and inequalities for all those affected.

BUILD TRUST

Recommendation 1: Challenge racist and discriminatory actions

Fund the Equality and Human Rights Commission (EHRC) to use its compliance, enforcement and litigation powers to challenge policies or practices that either cause significant and unjust racial disadvantage, or arise from racial discrimination.

Separately, Government should consider the complex issue of online abuse as a public policy priority

Recommendation 2: Review the Care Quality Commission's (CQC) inspection process

Review the CQC's approach to including disparities in the experiences, progression and disciplinary actions taken against ethnic minority staff in their inspections of healthcare providers.

Recommendation 3: Improve the transparency and use of artificial intelligence

Issue guidance that clarifies how to apply the Equality Act to algorithmic decision-making and require transparency for public sector bodies when such is applied to decision making concerning individuals.

Recommendation 4: Bridge divides and create partnerships between the police and communities

Develop a minimum standard framework for independently-chaired community 'Safeguarding Trust' groups that scrutinise and problem-solve alongside policing, and independently inspect forces against this minimum standard.

Recommendation 5: Improve training to provide police officers with practical skills to interact with communities

Develop a strategy to improve the efficacy and implementation of stop and search, and de-escalation training ensuring a consistent approach is taken by all police force areas.

THEME 1: BUILD TRUST

Recommendations that will help build trust and understanding for individuals and communities in public services and institutions.

Recommendation 1: Challenge racist and discriminatory actions

The Commission recommends that, to aid endeavours to drive out race-based discrimination and prejudice:

- the EHRC receives additional, ring-fenced funding from the government to use their compliance, enforcement and litigation powers to challenge policies or practices that either cause significant and unjust racial disadvantage, or arise from racial discrimination.
- separately, Government should consider the complex issue of online abuse, and the platforms that are used to perpetuate such, as a public policy priority

Recommendation 2: Review the Care Quality Commission's (CQC) inspection process

The Commission recommends that the Department of Health and Social Care (DHSC) commission a review into the CQC's approach to scoring employee diversity and inclusion in their inspections.

The Commission recommends that this review is chaired by an expert with close knowledge of the health care system and CQC internal processes, ideally a former inspector or inspector of an alternative inspection body. The review team should work closely with the NHS Workforce Race Equality Standard team and the disciplinary bodies of the medical professionals to ensure that the views of these bodies feed into this work.

Recommendation 3: Improve the transparency and use of artificial intelligence

The Commission supports the recommendations of the Centre for Data Ethics and Innovation (CDEI) and calls on the government to:

- place a mandatory transparency obligation on all public sector organisations applying algorithms that have an impact on significant decisions affecting individuals
- ask the Equality and Human Rights Commission to issue guidance that clarifies how to apply the Equality Act to algorithmic decision-making, which should include guidance on the collection of data to measure bias, and the lawfulness of bias mitigation techniques

Recommendation 4: Bridge divides and create partnerships between the police and communities

Noting the key concerns in relation to communication, transparency and consistency in approach for stop and search, the Commission makes a two-part recommendation:

- A) The College of Policing, working alongside the Association of Police and Crime Commissioners (APCC), and National Police Chief's Council (NPCC), develop a minimum standard framework for community 'Safeguarding Trust' groups*** that will not only have a function to scrutinise and problem-solve alongside policing, but also to ensure there is a minimum level of engagement with communities in every police service area.

The framework for the minimum standard should include, but not be limited to:

- a requirement for stop and search data to be made more granular and publicly available for groups to scrutinise
- a requirement for groups to be independently chaired and representative of their communities
- a duty for Safeguarding Trust group minutes to be published
- an ability for groups to scrutinise and hold police services to account on policing activity and disparities in stop and search, use of force, workforce mix and internal misconduct
- and, an ability for groups to review stop and search authorisations made under section 60 (S.60) of the Criminal Justice and Public Order Act 1994, where police will be required to provide the Safeguarding Trust group with a rationale as to why a S.60 was authorised

Once a year, Safeguarding Trust groups should write to, and receive a response from the Chief Constable and Police and Crime Commissioner to update on progress. Police forces should also be required to demonstrate how they have responded and implemented changes as a result of scrutiny or challenge by the community.

Throughout the framework development phase, there should be engagement with independent experts in community engagement and scrutiny external to policing. Consideration should be given to how members of Safeguarding Trust groups are adequately enabled to undertake their roles.

Where required, the Home Office should also provide support in identifying the areas where trustworthiness is low and set targets to close the confidence gap, with Mayors and Police and Crime Commissioners to publish delivery plans to achieve that improvement. Progress against these delivery plans should be presented and discussed at the Safeguarding Trust group meetings.

B) Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) inspect each police service area against the minimum standard framework, reviewing police services on their efficacy, relationship building and a requirement for services to demonstrate the actions they are taking to build positive relationships with all communities within their police service area.

Recommendation 5: Improve training to provide police officers with practical skills to interact with communities

The Commission recommends that the College of Policing, working alongside the NPCC and APCC, develop a strategy to improve the efficacy and implementation of stop and search, and de-escalation training, ensuring a consistent person-centred approach is taken by all police service areas.

De-escalation training will be required for all new police officers joining the service, and upscaled to include all current serving officers who are expected to interact with the public as part of their role. This would be a requirement not just at the point of initial police training, but as a key aspect of continual professional development within different stages and levels of policing.