

All Police (Fire) and Crime Commissioners,
Deputy Mayors for Policing and Crime,
and other Police Governance Bodies
in England and Wales

Sent via email

20 May 2022

Dear colleagues

NPCC and College of Policing Police Race Action Plan

We hope this letter finds you well. Please find attached the final version of the NPCC and College of Policing Police Race Action Plan, which will be published next Tuesday (24 May). [This pre-publication document is embargoed and is not for further circulation.](#)

As the APCC Joint Leads on Race Disparity, we welcome the fresh energy that the Plan represents in terms of Chief Constables' commitment to tackling disparities faced by Black people in policing and criminal justice, and the NPCC's vision for an antiracist police service. We were encouraged too to see the [APCC Race Disparity Action Plan](#) and the [APCC Equality Framework](#) cited in the Plan.

Through the Programme Board, we have been involved in the development of this Plan; it was additionally shared earlier this week with the APCC Chair as well as the Chairs of both political groups. We understand that following its publication, the NPCC and the CoP will be engaging further with stakeholders to test and refine the Plan.

As the national leads, we will continue to work with counterparts at the NPCC to drive forward the actions where the APCC has been identified as key partner. We would encourage colleagues to discuss the Plan with their Chief Constables, to ensure that appropriate actions can be taken to tackle any negative outcomes experienced locally by Black communities.

Additionally, last week we sent out invitations for the APCC virtual workshop on Equality, Diversity, and Inclusion, from 2-5pm on the 23 June. Abimbola Johnson QC, Chair of the independent board scrutinising and overseeing the NPCC and CoP Plan, and DCC Claire Parmenter, the Lead on the Plan's Community Engagement workstream, will both be contributing to this event, so we would encourage colleagues to attend to take the opportunity to engage with them.

If you have any questions or comments, please don't hesitate to let us know directly on Alison.Lowe@westyorks-ca.gov.uk and John.campion@westmercia.pnn.police.uk.

Yours sincerely,



Alison Lowe,
APCC Joint Lead on
Race Disparity,
Deputy Mayor for
Policing and Crime in
West Yorkshire



John Campion,
APCC Joint Lead on
Race Disparity,
PCC for West Mercia

APCC
Lower Ground, 5-8 The Sanctuary,
Westminster, London, SW1P 3JS
T 020 7222 4296
E enquiries@apccs.police.uk
T [@AssocPCCs](https://twitter.com/AssocPCCs)
www.apccs.police.uk

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and policing governance bodies in
England and Wales