

Summary of Accountability Forum Launch Feedback

What you'd like to see from the Inclusion & Race Programme:

1. An emphasis on the Programme's national implementation, ensuring that it doesn't become too London-centric;
2. A willingness to listen to critical feedback; engaging the 'stick' as well as the carrot in pushing the police to abide by their anti-racism goals: through politicians, the Home Office and statutory bodies;
3. Scrutiny of/engagement with stakeholders, not just the police forces, e.g. Police and Crime Commissioners; staff networks and the Home Office. These issues have been in existence for a long time, a systemic approach needs to be taken and questions asked of what these groups/individuals have been doing historically and will do differently here;
4. Engagement with community leaders groups and organisations that are already involved in this scrutiny work. Keeping them informed, listening to their expertise and bringing them into discussions.
5. Some local forces are not pushing the plan, the Programme needs to be open about who those are and hold them to account. Also want to see examples of where the Programme is gaining traction, acknowledgement of police forces that are truly committed to the programme so that good work can be nationalised;
6. A tailored approach to engagement: surveys, one-to-one sessions, roundtable discussions, facilitation through community leaders and groups; and
7. A following of the spirit and not just the letter of the Plan.

Areas of concern about the Inclusion & Race Programme:

1. The reluctance to admit institutional racism;
2. The length of time it's taken for the Plan to get to this stage;
3. The lack of buy-in from some senior officers - clear that a number of key chief constables do not have a real commitment to anti-racism and change;
4. The Plan not trickling down to the rank and file in policing;
5. The Plan's ambition being diluted by the culture in policing; and
6. Those in policing who are doing well and putting the effort into tackling these issues not being sufficiently supported and spotlighted.

What you'd like to see from the ISOB:

1. Transparency in the ISOB's work, including an accountability statement and a set of ethical principles we will abide by;
2. Bringing 'normal' people into key meetings and giving them a seat at the table;
3. Accessibility to Board Members, e.g. through drop-in sessions;
4. Real commitment and a strong grasp on the sprawling structure of the Programme being the eyes in the room on behalf of the communities we serve;
5. Escalation of points of concern when appropriate;
6. Proactive engagement with the Accountability Forum, ensuring matters the Forum raises are translated clearly to the programme;
7. Multi-channel approaches highlighting areas where the Programme is not being cooperative;
8. Making sure those forces that are putting the work in are adequately acknowledged;
9. Capitalising on the work being done by community groups, learning from community knowledge; and
10. Providing clarity as to how local community groups can work with the ISOB.

What you'd like to see from Accountability Forum Meetings:

1. A mixture of online and in-person meetings to widen accessibility and enable networking;
2. Some general meetings, but also tailored ones for specific groups, e.g. young people or women;
3. An adjustable timetable, some may not be able to make evening meetings, others may struggle to attend meetings on weekends;
4. Sharing agendas well in advance so that meetings can be focused and attendees can prepare in advance;
5. Quarterly rhythm for main meetings, with a limit of around 3 hours, to assist with concentration; and
6. Occasional updates from the police directly to the Forum so that questions can be asked directly of them.

Accountability Forum Membership

1. Intersectional and diverse to reflect the range of lived experiences within Black communities and allies dedicated to anti-racism work; and
2. A mix of individuals and organisations to assist with knowledge sharing and understanding.