



Police Race Action Plan: 18-month progress update

**November 2023 –
May 2025**



**WEST YORKSHIRE
POLICE**

***POLICE RACE
ACTION PLAN***



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Force wide update



It's been 18 months since we launched our Police Race Action Plan, a plan to improve policing for Black people.

Recently, there has been a revised national Police Race Action Plan published by the National Police Chiefs' Council. The national plan aims to support forces in delivering local plans that meet the needs of their communities.

Over the past year and a half, we have listened, learnt, and revised our plan accordingly. We have built relationships and networks. We are working collaboratively with community members, other police forces, and partners such as the West Yorkshire Combined Authority and the Violence Reduction Partnership to collectively deliver a plan that meets the needs of our employees and Black and Black heritage communities in West Yorkshire.

In November 2024, we published a one-year progress report. The below summarises some of the on-going work and progress that has been made since then, in relation to improving policing for Black people.



District update

Bradford



- In partnership with the Violence Reduction Partnership (VRP), we have facilitated the first Youth Scrutiny Panel in Bradford. Panel members, aged between 15 and 19, reviewed incidents of stop and searches involving young people, and provided their views and feedback. They were also invited to our operational centre to view officer stop and search training first-hand.
- We are engaging with the staff association for Black employees at Bradford Royal Infirmary, and Black student groups at Bradford University to better understand how we can support local Black and Black heritage communities.
- Our Stronger Communities Team are engaging with asylum seekers to ensure people know their rights and that they understand how the police can support them. We have established links with the Mears Group, who provide housing for asylum seekers.
- We have held our first 'Police Powers' meeting. Within this meeting, we specifically address the impact of disproportionality regarding the use of police powers on Black people.
- Internally, we have delivered training for Domestic Abuse and Safeguarding teams on Valerie's Law, which aims to improve support for Black women and girls who are victims of domestic abuse.



District update

Calderdale

CALDERDALE

- We are working with Valley of Sanctuary to develop and deliver training to all frontline and detective colleagues around asylum seekers, refugees, and modern slavery.
- Neighbourhood Policing Teams have been delivering hate crime sessions to youth groups, to increase awareness and encourage reporting.
- We have been meeting with local youth groups with the aim to help facilitate a youth Independent Advisory Group (IAG) who will scrutinise our work from a young person's perspective.
- We have implemented a 'Cuppa with a Copper' initiative with Calderdale College, where students can meet their local Neighbourhood Policing Teams, find out more about what it's like to work in policing, and chat about any concerns they might have over a brew.
- Internally we've implemented extra layers of support for officers who are repeat victims of racial hate crime.



District update

Kirklees



- In partnership with the Ashbrow Parent Advocacy Network (APAN) we have been involved in podcasts with Kirklees Local TV (KLTV) talking about our work to improve policing for Black people.
- We've also collaborated with KLTV on projects such as 'Windrush Wise Words from the Elders'.
- We're engaging with community sporting events, facilitating positive interactions with young people in the community through playing football, basketball, and rounders.
- We've supported the creation of an independent scrutiny panel made up of members of the public – Scrutiny for Police on Race Action in Kirklees (SPARK). SPARK panel members review incidents of stop and search and use of force on Black people in Kirklees, as well as discussing police training, resources, and community engagement.
- We attended the International Day of Remembrance for the Victims of Slavery and the Transatlantic Slave Trade event at Kirklees College to increase our learning and connect with community members.





- In partnership with the Chapeltown Youth Development Centre, we are funding training for over 500 officers based in Leeds that focuses on local knowledge and explores the Black community's history and perspectives of policing in Leeds. The training will be delivered by members of the community.
- An additional Safer School's Officer has been assigned to schools in East Leeds, focussing on supporting young Black children in areas of high violent crime.
- We are working with the community to support the launch of a podcast, recorded within the Mandela Centre, which addresses challenges faced by the community.
- As part of our support of 'Project Shield', which aims to tackle youth violence, we have run an 8-week Mixed Martial Arts (MMA) programme in partnership with IMA Immortal Martial Arts that delivers a blend of physical training and classroom inputs on knife crime and youth violence.
- We are working in partnership with local organisations to help generate apprenticeships and employment opportunities for young Black and Black heritage people.
- We have provided funding for the 'Guiding a New Generation' project, which provides positive mentors for young people and helps steer young people away from gang culture and into positive pathways. The programme is a multi-agency partnership run by Chapeltown Youth Development Centre and West Yorkshire Police.
- We have worked with Leeds East Academy on a programme to support 10 young people who were identified as being on the periphery of gang culture. The aim of the programme was to provide young people with a positive intervention as well as a structured pathway that fosters respect for themselves, each other, and professionals such as the police and wider community.

District update

Wakefield



- We have supported the Our Roots Charity to obtain funding for youth work. Our Roots supports Black children through mentoring, education, and activities.
- We have helped facilitate an Independent Advisory Group (IAG) for Wakefield, where members of the community can scrutinise our work and hold us to account.
- We have been visiting schools and community centres to give talks on hate crime, ensuring people know how to recognise hate crime, how to report it, and how we can support victims.
- We are improving our support to Black victims of hate crime, ensuring all victims receive a follow up visit from a Neighbourhood Policing Officer.
- We have facilitated a ride along scheme for members of the community to come along and see how we work.
- We are regularly visiting community centres and churches, as well as asylum groups to ensure community members know who we are and how we can support them.



What's next?

We will continue to deliver the Police Race Action Plan within West Yorkshire, and continue to listen, learn, and consult with our Black and Black heritage colleagues and communities.

District-led teams have a responsibility to progress the Police Race Action Plan within their local areas, in a way that meets the different needs of Black and Black heritage communities within West Yorkshire.

Centrally, we are progressing plans for a Black Talent Management programme to support the progression of Black and Black heritage officers and staff, we are introducing new optional headwear that Black and Black heritage police officers may choose to wear as part of their policing uniform, and we are working on a new engagement tracker to improve our engagement with Black and Black heritage communities.

The next progress update will be published on the West Yorkshire Police website in November 2025.

Get involved

The Independent Scrutiny and Advisory Group (ISaAG) is a great way for you to be involved in the Police Race Action Plan. The group of community members meets with West Yorkshire Police officers and staff every six weeks. As a member of the ISaAG, you have an opportunity to engage with us in discussion about progress, results, and future priorities for the Race Action Plan. The ISaAG provides vital consultation and collaboration, they hold us to account on the Plan. To register your interest in joining the ISaAG, contact Beverley Adams, Principle Community Engagement Officer: Beverley.Adams@westyorkshire.police.uk

Keep up to date with the Police Race Action Plan on the West Yorkshire Police website. Register for email updates by emailing raceactionplan@westyorkshire.police.uk



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