



**AVON AND SOMERSET POLICE AND CRIME  
PANEL**

**Tuesday, 25<sup>th</sup> March 2025**

**10.30am**

**Luttrell Room - County Hall, Taunton TA1 4DY**

**SUPPLEMENT TO THE AGENDA**

To: The members of the Avon and Somerset Police and Crime Panel

We are now able to enclose the following information which was unavailable when the agenda was published:

Agenda Item 8      Tackling Disproportionality (Pages 3 - 18)

To receive and consider a report from the Tackling  
Disproportionality Steering Committee.

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# Avon and Somerset Police and Crime Panel

25<sup>th</sup> March 2025

**DCI Ayesha Giles**

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**TACKLING  
DISPROPORTIONALITY**

Moving forward together to address the issues raised in the Identifying Disproportionality in the Avon and Somerset Criminal Justice System

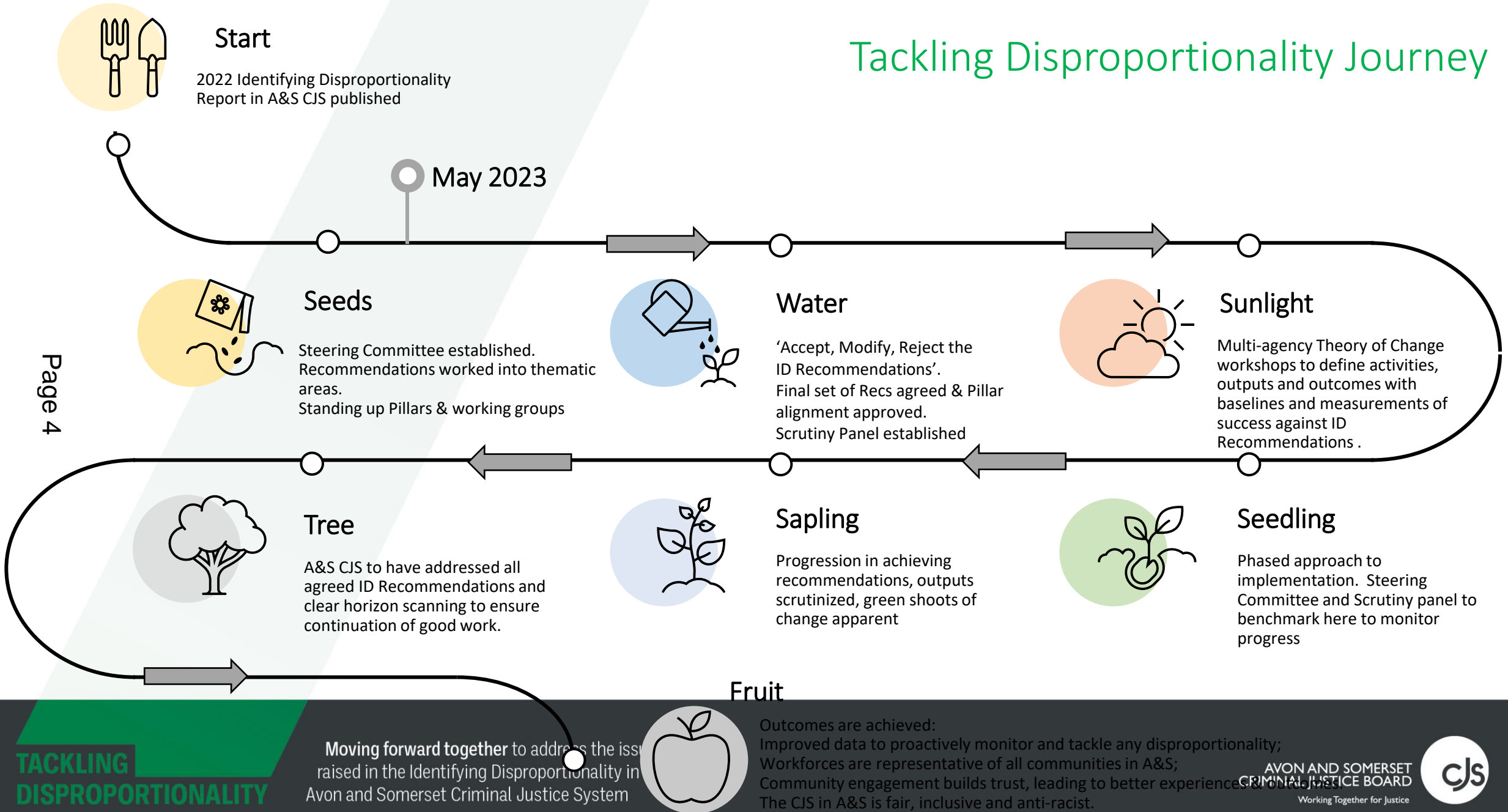
AVON AND SOMERSET  
CRIMINAL JUSTICE BOARD  
Working Together for Justice



Agenda Item 8

# Tackling Disproportionality Journey

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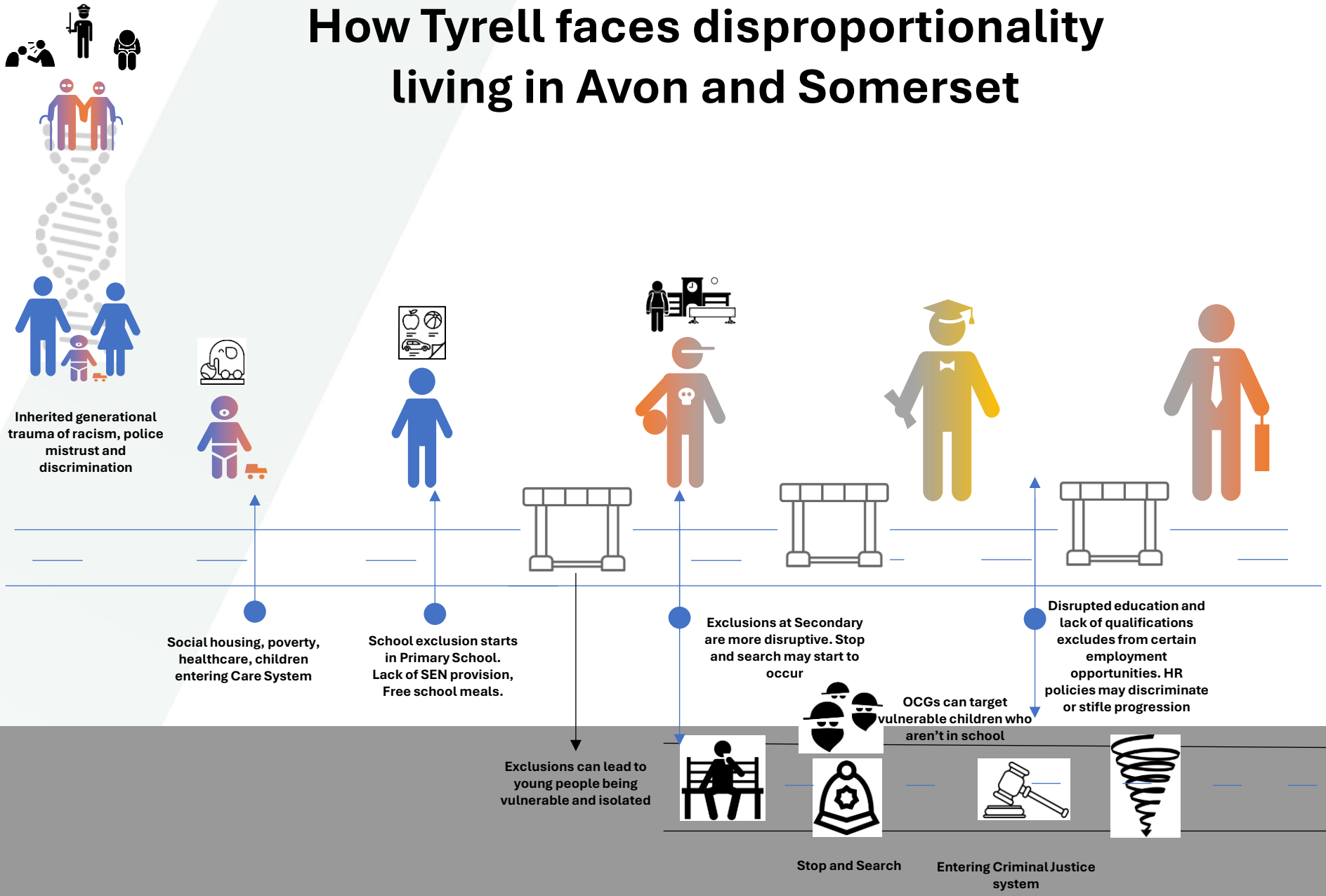
# Ambition

**To make the A&S Criminal Justice System fair and transparent for all by establishing a proactive multi-agency approach to tackling disproportionality for Black, Asian and Minority Ethnic people across Avon and Somerset, through:**

- Multi-Agency Collaboration, sharing unified values, language and common purpose, to foster an inclusive and equitable culture.
  - Strategic prioritisation and commitment to achieving tangible outcomes.
  - Criminal Justice Partners recognising and acknowledging the lasting impact of discrimination.
  - Bringing together lived experience and community insights to inform decision making and embed meaningful outcomes.
- Page 5 A holistic approach to the identification, measurement, and root cause analysis of disproportionality across the A&S CJS, adopting the Explain or Reform principle.
- A methodology and framework to define and analyse the school-to-prison pipeline to identify ‘pinch points’ and opportunities for positive intervention.
  - An open and transparent approach through collective CJS accountability and independent scrutiny.
  - A Criminal Justice System workforce that represents Black, Asian and Minority Ethnic people across Avon and Somerset.

# How Tyrell faces disproportionality living in Avon and Somerset

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# Outcomes

- Disproportionality for Black, Asian and Minority Ethnic people (with additional focus upon young people) in the CJS in Avon and Somerset is proactively identified, activities to tackle discrimination are actioned, and progress is shared with the public.
- Increased representation of people from Black, Asian and Minority Ethnic heritage backgrounds working across all Criminal Justice organisations.
- Communications between Criminal Justice Partners and communities flow both ways, through: community listening posts, feedback mechanisms and real-life examples sharing how people's lives are being changed for the better.
- Increased public trust in the Criminal Justice System in Avon and Somerset.
- **The Criminal Justice System in Avon and Somerset is fair, inclusive and anti-racist.**

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# Allocation of Recommendations

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	Data and Insight	Youth Justice	Workforce Representation	Policing	HMP and Probation	Courts and Judiciary
Recommendations	2, 4, 5, 7, 8, 10, 11 15-20, 22-25, 27 32, 35-38 40, 41, 44-46, 48-51, 53-55, 57, 58, 60, 61 64, 65, 76, 77, 79	21, 26	66, 68-75, 78, 80, 81	1, 3, 6, 9, 12-14, 28-31, 33, 34, 39, 67	42, 43, 47, 52, 56, 59, 62, 63	82, 83
Total	44	2	12	15	8	2
Accepted	13	0	7	14	0	0
To be confirmed	19	2	3	1	0	2
Not Accepted	12	0	2	0	8	0



# Recommendations ratified by organisation – a snapshot:

Pillar	ID Theme	ID Recommendation No.	ID Recommendations	Avon and Somerset Police	OPCC	Youth Justice Board	Local Youth Justice Boards (BANES, BCC, NS, Somerset, S Gl)	CPS	HMPPS	A&S Local Criminal Justice Board	Bristol City Council	Bath and North East Somerset Council	Somerset Council	North Somerset Council	South Gloucestershire Council	Decision (change drop down in each cell)
Policing	Stop & Search	14	Avon and Somerset Constabulary to develop a youth-focused external scrutiny group to support the work of the Scrutiny of Police Powers Panel.	Fully Accept	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Fully Accept
Data & Insights	Youth Justice	15	All Avon and Somerset, Youth Offending Teams and Youth Justice Partners to de-aggregate ethnicity data groups to 18 plus 1 for consistent scrutiny of disproportionality. This will ensure that all minority ethnic groups such as Gypsies/Romany/Traveller are scrutinised equally.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Fully Accept	Fully Accept	y	Fully Accept	Fully Accept	
Data & Insights	Youth Justice	16	Local Authorities in Avon and Somerset need to urgently address the current issues with the collection, quality and scrutiny of up to date detailed local school exclusion data to include managed moves, internal exclusions, 'off-rolling' and informal exclusions.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Modify (Provide Reason)	Modify (Provide Reason)	y	Fully Accept	Fully Accept	DISCUSS
Data & Insights	Youth Justice	17	Each Local Authority in Avon and Somerset need to develop a strategy and action plan to ensure accurate detailed local school data is collected, analysed and published annually to quantify and tackle any disproportionality for any minority ethnic groups.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Modify (Provide Reason)	Modify (Provide Reason)	y	Fully Accept	Fully Accept	DISCUSS
Data & Insights	Youth Justice	18	In accordance with Section 85 of the Equalities Act 2010/25, Local Authorities and YOTs in Avon and Somerset urgently need to collate and analyse accurate linked school exclusion and offending data. To develop understanding as to whether BAME children and young people are more likely to be excluded from school, and whether that exclusion increases the likelihood of them entering the criminal justice system.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Fully Accept	Fully Accept	y	Fully Accept	Fully Accept	
Data & Insights	Youth Justice	19	Avon and Somerset Constabulary, Local Youth Justice Board, Local Authorities (Bristol, BANES, North Somerset, Somerset and South Gloucestershire), YOTs, and Education partners need to collaborate and create a Youth Justice Working Group to scrutinise the links between school exclusion and young people's entry into the criminal justice system to proactively tackle any disproportionality for BAME children and young people.	Fully Accept	N/A	N/A	y	N/A	N/A	N/A	Fully Accept	Modify (Provide Reason)	y	Modify (Provide Reason)	Fully Accept	DISCUSS
Data & Insights	Youth Justice	20	YOTs and Avon and Somerset Constabulary to analyse offence outcomes for 10 to 17 year olds by offence type (e.g. Drugs, Robbery etc.) with individual ethnicity groups defined (18 plus 1) to quantify any disproportionality.	Fully Accept	N/A	N/A	N/A	N/A	N/A	N/A	Fully Accept	Fully Accept	y	Fully Accept	Fully Accept	
Youth Justice	Youth Justice	21	YOTs in Avon and Somerset need to create a robust action plan to deliver the objectives set out within the YJB Business Plan. Each YOT need to quantify activity to tackle disproportionality and ensure comprehensive evaluation of outcomes.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Fully Accept	Fully Accept	y	Fully Accept	Fully Accept	
Data & Insights	Youth Justice	22	YOTs and YJB: The Youth Justice Board 'Case Level toolkit' must be used by all YOTs in Avon and Somerset to ensure local level ethnicity data collection, analysis, reporting to ensure proactive tackling of disproportionality.	N/A	N/A	Modify (Provide Reason)	N/A	N/A	N/A	N/A	Modify (Provide Reason)	Fully Accept	y	Modify (Provide Reason)	Fully Accept	DISCUSS
Data & Insights	Youth Justice	23	YJB and YOTs to develop a consistent/best practice approach to reporting disproportionality. Modifications to toolkit are required as follows: (1) Linked Offence and outcome data to enable more detailed analysis (2) Amending RPI analysis for outcomes to be based on offending population and not census population (3) New toolkit to include GRT - requiring disproportionality across all the ethnic groups to be re-baselined.	N/A	N/A	Modify (Provide Reason)	N/A	N/A	N/A	N/A	Fully Accept	Fully Accept	y	Fully Accept	Fully Accept	DISCUSS
Data & Insights	Youth Justice	24	Avon and Somerset Constabulary, Local Youth Justice Board, Local Authorities (Bristol, BANES, North Somerset, Somerset and South Gloucestershire), YOTs, and Education partners need to collaborate with the new Youth Justice Working Group to scrutinise the experiences of children and young people through each stage of the criminal justice system to identify and proactively tackle any disproportionality.	Modify (Provide Reason)	N/A	Reject (Provide Reason)	y	N/A	N/A	N/A	Fully Accept	Fully Accept	y	Modify (Provide Reason)	Fully Accept	DISCUSS
Data & Insights	Youth Justice	25	Collaboration is required between Avon and Somerset Constabulary, YOTs and the CPS to analyse the diversion process in terms of needs assessment and evaluation of outcomes for young people to ascertain if there is any disproportionality for BAME young people in accessing diversion schemes.	Fully Accept	N/A	N/A	N/A	N/A	N/A	N/A	Fully Accept	Fully Accept	y	Fully Accept	Fully Accept	

# Governance Structure

Avon & Somerset Local Criminal Justice Board

Independent Scrutiny Board

Tackling Disproportionality Multi-Agency Steering Committee

**Tackling Disproportionality Programme Team**

Programme lead DCI Ayesha Giles, programme manager Tracey Luxton. All Pillar Leads.

Communications and Engagement Team

Data and Insight

Youth Justice

Workforce  
Representation

Policing

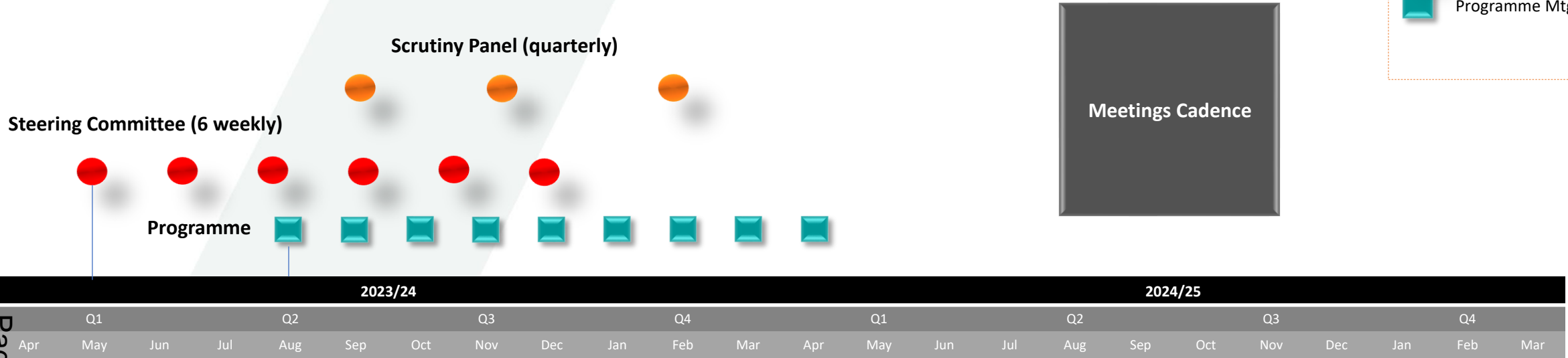
HMP and Probation

Courts and  
Judiciary

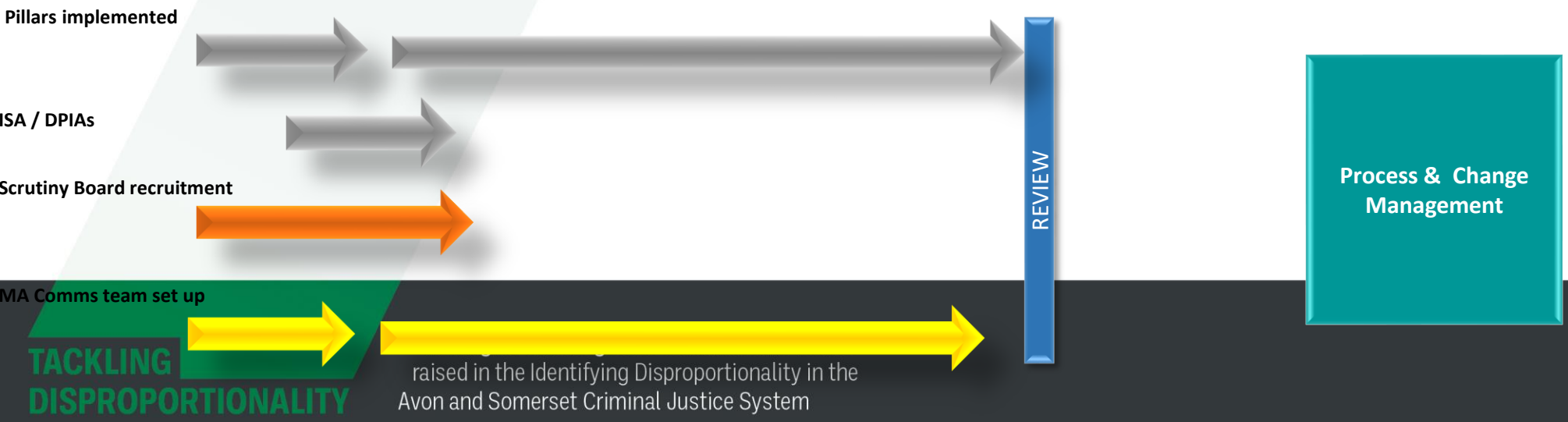
Inclusive Leadership and Culture

# Tackling Disproportionality – High level view

- Steering Committee
- Scrutiny Panel
- Programme Mtg



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Vision

Outcomes

Outputs

Activities

Inputs

Assumptions

## The Criminal Justice System in Avon and Somerset is FAIR, INCLUSIVE and ANTI-RACIST

To make the A&S Criminal Justice System fair and transparent for all by establishing a proactive multi-agency approach to tackling disproportionality for Black, Asian and Minority Ethnic people across Avon and Somerset, through:

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**Products or services provided that support the outcomes.**

**Key activities / initiatives that support the delivery of the outputs.**

**Key resources or inputs that are required to run the activities.**

The necessary conditions for success / existing beliefs about how the theory of change will work.

Moving forward together to address the issues raised in the Identifying Disproportionality in the Avon and Somerset Criminal Justice System

TACKLING  
DISPROPORTIONALITY

AVON AND SOMERSET  
CRIMINAL JUSTICE BOARD  
Working Together for Justice



### Youth Justice

**Education Inclusion** – so that a child feels invested in, belongs, has opportunities and a pathway to success  
**Education exclusions** – looking at activities to prevent exclusions  
**The voice of the child and the family** – so that child is heard and understood and supported  
**OOCD and diversion** – so that children are diverted from having a criminal record & the detrimental effect that will have on their future

### Workforce Representation

Develop a more diverse workforce, representative of our ethnically diverse communities  
 Understand and address low staff declaration of ethnicity data, including ‘prefer not to say’  
 Training for staff in cultural competency and diverse community perspectives  
 Analyse candidate progression through recruitment, identifying disproportionality in drop off points  
 Investigate exit data to address any disproportionality in leaver rates

### Policing

Design and Implement a new **Stop and Search Policy**  
**Launch the Chance to Change** Deferred Prosecution  
 Design and implement a Stop and Search feedback process

### Data and Insight

Creation and monitoring of performance dashboard  
 Assist pillars with requests for service on data sets, as is and to be monitoring.

# 2024 2025 Priorities and outcomes

**Youth Justice**

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**Workforce Representation**

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Understanding the 'WHY'?

What will 'feel' and 'look' different for our communities?

What are your pillars 'Outcomes' – the tangible and measurable impact this change will bring about

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What is the **Problem** we are trying to solve? What is the current baseline? The As is

What is the future state? The To Be? **The Vision**

What are the **Outcomes**? The so that...

What **Activities and Outputs** will get us there? How do they meet the Outcomes?

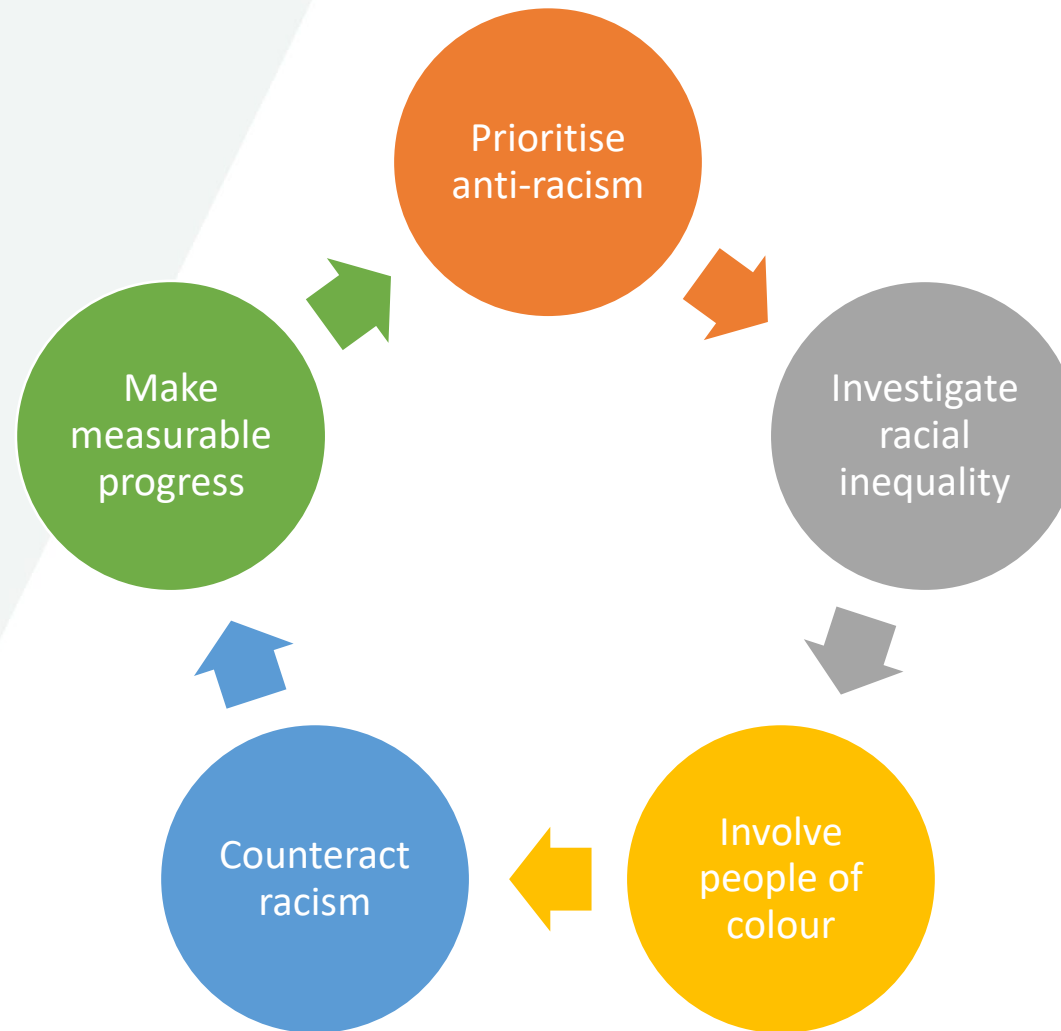
How to we **measure success**? **Monitor performance**? How do we evaluate?

What is **out of scope**?

What are the **conditions for Success**? What are the pre-conditions

# As is: The creation of an Anti-Racist Avon and Somerset

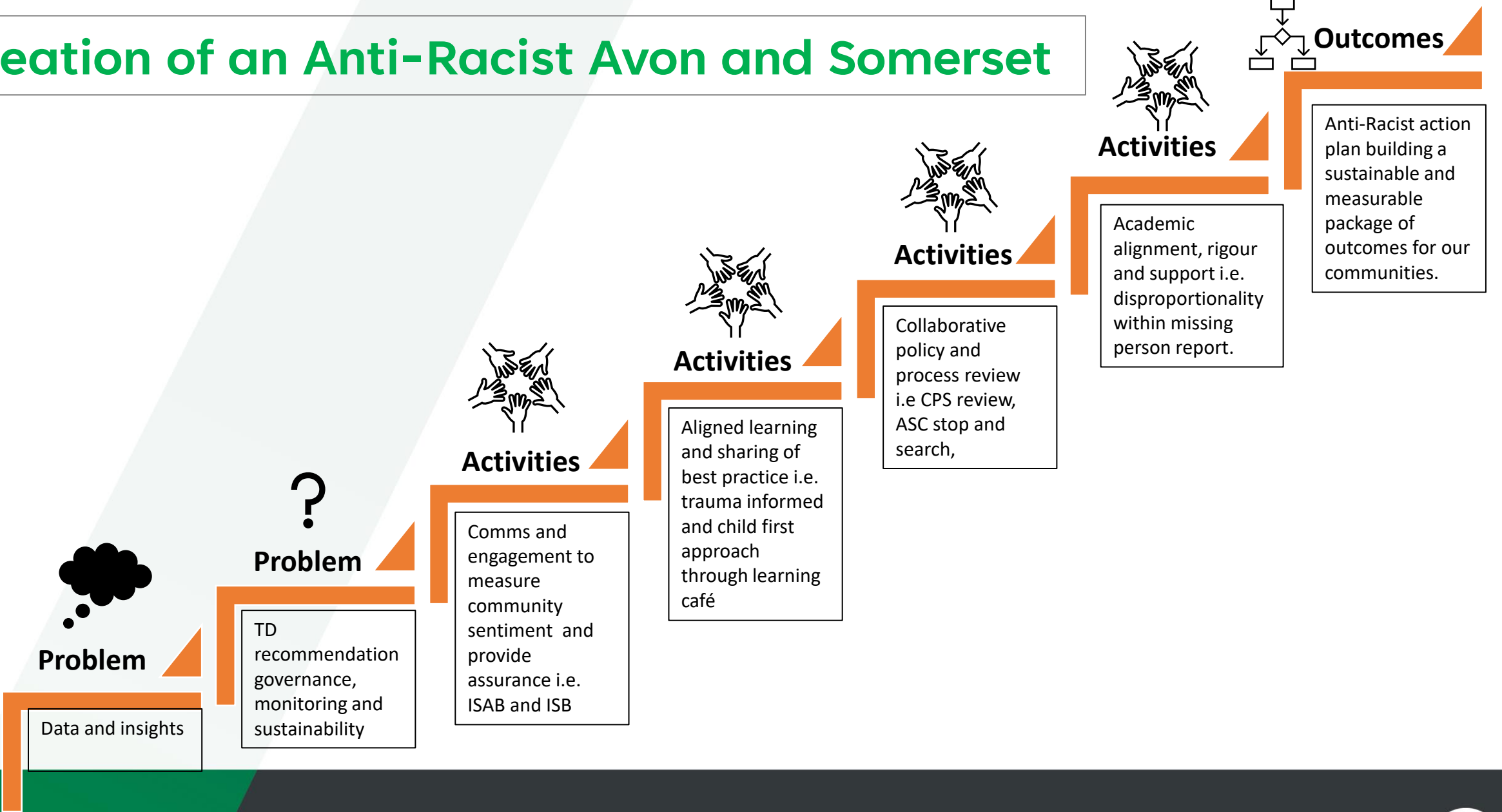
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# Creation of an Anti-Racist Avon and Somerset

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