

**Avon and Somerset Police & Crime Panel June 2022  
Tackling Disproportionality Update**

**Leadership**

- Chief Constable Sarah Crew took on Programme Lead role following agreement of the Avon & Somerset Local Criminal Justice Board, and the launch of the Identifying Disproportionality Report in March 2022.
- Sally Fox, Deputy Chief of Staff for the OPCC has been appointed as Deputy Programme Lead.
- In May 2022, Criminal Justice System (CJS) leaders across Avon and Somerset were invited to join a new Tackling Disproportionality Action Group to create a multi-agency programme to tackle disproportionality based on the findings and recommendations of the [Identifying Disproportionality in the Avon and Somerset Criminal Justice Report \(ID 2022\)](#). A kick start approach and workshop for the programme are currently in development.

**Ambition**

- To develop collaborative working between CJS partners across Avon and Somerset to proactively tackle disproportionality.
- To provide strategic direction, co-ordination and oversight of single and multi-agency Recommendations (ID 2022) to ensure ownership, progress and accountability are established, to enable recommendations to be delivered and outcomes achieved.
- To develop a CJS partnership programme to tackle disproportionality that defines a multi-agency Vision, Strategic Objectives and the framework for change.

**Measures of Success**

- Collaboration and benchmarking of current data across each partner agency will be required to baseline current understanding.
- Strategy to be developed to outline both quantitative and qualitative measures of success over the next 1-3 years.

**Lived Experience**

- Specialist consultancy is required to develop understanding, approach and create a lived experience framework to engage, listen to and analyse lived experience.
- Work is underway to develop role profiles for specialist consultancy required.

**Scrutiny & Accountability**

- Terms of Reference for the Tackling Disproportionality Action Group to be developed and signed off, outlining roles and responsibilities for this group.
- The Bristol-based Commission on Race Equality has been identified as the independent scrutiny Panel for the programme however other representative groups are being scoped across the force area to ensure force wide scrutiny.
- Exploration of wider public scrutiny measures is also being considered.

**Partnership**

- As part of the remit of the Tackling Disproportionality Action Group, a partnership agreement will need to be developed to agree the shared: vision, objectives, ownership, data sharing and accountability across criminal justice partners involved in the

programme.

- Partners will be encouraged to share how they are responding to the recommendations and dovetailing them into strategic planning.

#### **Resources**

- To date Avon and Somerset Constabulary and the OPCC have each committed resources to the programme: Programme Lead (CC ASC); Deputy Programme Lead (OPCC) and Programme Manager (ASC).
- The programme requires resource commitment both strategically and tactically across CJ partners. Collectively, capability will need to be defined and provided in order to achieve success. This will be explored with partners in the initial kick start meeting and the followed by a wider kick start workshop.
- It is vital that the TD Action Group is representative of the diverse communities within Avon and Somerset with lived experience and specialist consultancy to be obtained as part of our solutions, not just scrutiny.

#### **Communications and Engagement**

- Niamh Byrne Head of Communications and Engagement for the OPCC has been appointed as temporary comms lead for the programme until a more sustainable arrangement can be put in place. Niamh worked with Desmond Brown on the ID Report communications and publication.
- Initial work on comms planning is scheduled for the coming weeks to ensure that action and progress is shared on multiple platforms with communities and stakeholders.