

# RACE DISPARITY IN FOCUS

DEVELOPING INITIATIVES TO ADDRESS RACE DISPARITIES FACED BY BLACK, ASIAN AND MINORITY ETHNIC GROUPS

## PCCs MAKING A DIFFERENCE

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### LEICESTERSHIRE POLICE AND CRIME COMMISSIONER

#### AMBITIOUS TARGETS IN BAME RECRUITMENT

LEICESTERSHIRE IS HOME TO ONE OF THE MOST DIVERSE POPULATIONS IN ENGLAND. AROUND A QUARTER OF THE COUNTY IDENTIFIES AS BLACK, ASIAN, OR FROM A MINORITY ETHNIC BACKGROUND.



LEICESTERSHIRE PCC:  
LORD WILLY BACH

Lord Willy Bach, Police and Crime Commissioner for Leicestershire, said:

*"This is our public and I believe that the composition of our police force should reflect the public it serves. However, just 7% of our 3,800 officers and staff are Asian and fewer than 1% are black. We must do better than this."*

This is why Lord Bach has set the Force a bold 25% diversity target for new recruits; he did this during a recent address to the Black Police Association and the Leicester African Heritage Group to mark the end of Black History Month.

His new plan was for at least one in four new recruits to come from a diverse background and with a significant increase in the number of people with Black African/Afro Caribbean heritage.

Lord Bach said:

*"All my life I have worked for social justice and equality of opportunity, and this ambitious target is a natural step forward. From now on, there will be a visible step-change in our approach."*

Leicestershire's OPCC is now working with the police, public sector partners and the black community to make this happen. They are confident they already have a better understanding of their force's recruitment processes and have identified the obstacles and opportunity gaps.

In fact, the proportion of recruits from a BAME background has more or less doubled during Lord Bach's time in office. However, they feel this progress is still too slow. They want exciting new initiatives to bring fresh insight and energy into the diversity agenda. And their partners agree; **Inspector Yakub Ismail, Leicestershire Black Police Association Chair**, said:

*"This is a positive development. Police recruitment is much more than a numbers game, but nonetheless Willy Bach's announcement has highlighted the need to address the Black and Minority Ethnic representation in Leicestershire Police."*

*"It is a bold target. The BPA is committed to continue to work with the Commissioner, police leaders, police officers and staff from all backgrounds to improve diversity, equality and inclusion in Leicestershire Police."*

#### WHAT ARE WE DOING?

**STEP ONE:** Creating dedicated Black African/Afro-Caribbean paid graduate intern positions within the police, and within the OPCC. These posts will pick up a range of research and analysis tasks to shape policy and procedures as a direct response to the diversity challenge.

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**STEP TWO:** Allocating a significant proportion of a new bursary programme to support and encourage black recruits into the police family. This will be pivotal to achieving culture change.

**STEP THREE:** Re-energising the role of the 'lay-members' of the community who carry out various oversight roles within police structures.

Lord Bach said:

*"I want Leicestershire Police to be the number one choice when ambitious, community-minded Black, Asian, and Minority Ethnic young people are choosing a career. I want the black community in Leicestershire to be part of this drive. Because if the force reflects the public and the public reflects the force, the concerns of prejudicial treatment and bias will be eliminated."*



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