



South Yorkshire

POLICE

South Yorkshire Police Race Action Plan

Six-month progress update:
April 2025 – October 2025





South Yorkshire Police Race Action Plan

Six-month progress update: April 2025 – October 2025

In May 2022, the national Police Race Action Plan (PRAP) was launched, developed jointly by the National Police Chiefs' Council (NPCC) and the College of Policing. The plan set out actions to improve policing for Black and Black heritage people who work within forces or come in to contact with officers and staff. Building on the foundations of the national plan, we collaborated with our colleagues and communities to develop the South Yorkshire Police Race Action Plan, which was published in October 2024, to address and overcome the issues which affect Black and Black heritage people in South Yorkshire.

In our local plan, we committed to delivering a series of actions, under six themes, and to providing six-monthly progress updates. Our first biannual progress update was published in April 2025 and this report provides our second update. Through our plan, we continue to work towards equality and inclusion and, whilst we commit to taking every action to eliminate racism within South Yorkshire Police, we recognise that discrimination extends far beyond our organisation and that society also has a key role to play.

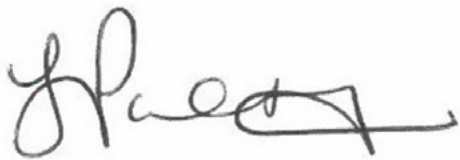
| Police Anti-Racism Commitment

In March 2025, the NPCC and College of Policing published the Anti-Racism Commitment which set out the goals of an anti-racist police service, describes anti-racism in a policing context, and the actions required to achieve it.

In our April 2025 progress update, we committed to ensuring that our local plan remains reflective of the national plan – particularly in relation to the commitment.

On behalf of South Yorkshire Police, the commitment has been signed by our Chief Constable Lauren Poultney, Deputy Chief Constable and force lead for the Police Race Action Plan, the force deputy lead, and the force coordinator.

South Yorkshire Police is committed to anti racism and racial equality and the actions required to achieve it, as set out by the Police Anti-Racist Commitment



**Chief Constable
Lauren Poultney**



**Deputy Chief Constable
Sarah Poolman
Force lead**



**Superintendent
Paul Ferguson
Force deputy lead**



**Chief Inspector
Laurie Millington
Force coordinator**

Theme 1: Build an anti-racist, inclusive and informed workforce

Action update: We committed to delivering a full review of any existing training which had a relevance to PRAP and to creating a plan for delivery of a new inclusion training programme

In our April 2025 progress update, we updated that the comprehensive training review had been completed and committed to beginning delivery of the inclusion training in Autumn 2025.

Since then, a decision has been made that the review will be repeated to ensure training continues to support the Police Race Action Plan by improving the cultural awareness of our people.

In September 2025, we embarked on the journey of delivering inclusion training to all officers and staff. Delivery is scheduled for completion in September 2026.

Theme 2: Increase representation

Action: We committed to reviewing the recruitment process to understand the barriers limiting representation, whilst maintaining the high standards expected of us.

We have recently implemented a new HR system and are working to ensure that candidates are anonymised and panels are more representative to eliminate the risk of unconscious bias. We are also reviewing our recruitment process to identify stages at which candidates are unsuccessful and overcome any barriers. Whilst focussing on external recruitment, similar workstreams exist in relation to our internal recruitment and promotion processes.

Action: We committed to utilising survey and exit interview findings to identify and resolve problems before Black and Black heritage officers feel they need to leave the organisation.

Whilst exit interviews are being conducted with those who leave the organisation, this action has identified that they are infrequently conducted with those who move between teams, districts, and departments within South Yorkshire Police. A working group, involving representatives of Human Resources and Learning, is being established to ensure the consistent use of exit interviews, processing of data, and analysis of findings.

Theme 3: Proportionate use of police powers

Action: We committed to ensuring officer training on use of powers increases recording, enabling the force to scrutinise use of powers to eliminate any disproportionality

Recording of self-defined ethnicity during the use of stop and search powers is currently at 87% and has seen an increase in each reporting period (quarterly). Whilst stop and search data has long since been subject to publication on our website and both internal and independent scrutiny, recording of vehicle stop data has only recently been mandated by the Home Office but the force intends to ensure this also becomes subject to publication and scrutiny.

Action update: We committed to developing an appropriate technical solution to enable officers to efficiently record vehicle stops and their rationale and specifically the person's self-defined ethnicity

In our April 2025 progress update, we updated that an app had been developed and was due to go live later that month – supported by officer training and an evaluation framework.

The app went live as planned in April 2025 and initial evaluation is due to take place this month, which will include compliance monitoring, and the identification of any disproportionality so appropriate action can be taken. It is our intention to subject the data to publication and both internal and independent scrutiny – supported by the viewing of Body Worn Video footage.

Theme 4: Improve relationships and confidence within communities

Action: We committed to creating an engagement strategy and accessible list of contacts to improve our positive engagement and collaborative working with Black communities

We have appointed a new force engagement lead to progress the delivery of actions in this space. The force is also exploring the funding options for a specialist tool which will enable the more effective and efficient mapping of communities – improving positive engagement and enabling recording and governance. This is invaluable supported by the work of our Positive Action Sergeant in identifying specific points of contact for diverse communities in our neighbourhood policing teams, and by our Neighbourhood Policing Guarantee commitment to improve visibility and accessibility.

Action update: We committed to meeting quarterly with the Police Race Action Plan Independent Advisory Group (IAG) and regularly consulting with them on the delivery of our local plan

In our April 2025 progress update, we updated that we have met with the Police Race Action Plan IAG on a quarterly basis since the group formed in February 2024 and on some of the activity which had taken place.

Since then, we have continued to meet with the group and the community voices have continued to be instrumental in informing our PRAP-related activity. The agenda will soon evolve to ensure that the community voice is represented within our internal governance structures – extending their influence beyond the quarterly meetings and into daily business as usual.

Theme 5: Supporting Black colleagues

Action: We committed to developing a dedicated peer support network for our Black colleagues to ensure they are consistently supported and any issues are addressed

The peer support network is now well established, with quarterly meetings in place to ensure the peers can feedback themes. The group have fed back that they appreciate having a forum to have informal discussions about issues raised and challenges faced, with the offer of appropriate escalation if required or desired. In recognition of the peers themselves being from under-represented groups, their wellbeing is centrally embedded within the operating model.

Action: We committed to continuing and further developing our Black and Black heritage internal action and advisory group, which meets on a quarterly basis and provides an opportunity for consultation, influencing change, and, ultimately, driving improvements

The group continues to meet on a quarterly basis and is very well established in ensuring members' voices are heard and inform PRAP-related activity and other. The meetings continue to be attended by senior leaders from different districts and departments so they can hear from Black and Black heritage colleagues first-hand about their lived experiences and take their emotionally impactful insights back to their business areas, catalysing local change.

Action update: We committed to supporting our Black colleagues with their career aspirations by identifying appropriate coaches and mentors with their development needs

In our April 2025 progress update, we updated that our Deputy Chief Constable and force lead for PRAP were leading and facilitating a new series of group mentoring sessions for under-represented officers and staff of any rank or position. These sessions continue.

At present, we are preparing to launch a new cross-force mentoring network with Humberside Police to further support delivery of this action. We are currently seeking both mentors and mentees, and this is open to officers and staff of both forces of any rank, grade, or role.

SYP and HP officers and staff interested in joining the network should contact the SYP Equality Hub lead.

Action update: We committed to incorporating the enhanced victim care principles into the support provided to any officer or staff member who is a victim of hate crime, alongside delivering a new policy

In our April 2025 progress update, we updated that the force's Operation Hampshire principles had been refreshed to stress the importance of supporting victims of racially aggravated abuse and that a dedicated group was exploring ways to enable the accessible monitoring of data.

Since then, an interactive data visualisation tool has been developed and is now being utilised to enable leaders to review data relating to officers referred to Operation Hampshire and ensure that appropriate action has been taken.

Theme 6: Achieve justice and protect victims from harm

Action: We committed to launching a multi-agency prevention plans, which reflect best practice, to reduce the likelihood of Black people becoming victim of violent crimes

Coordinated by the Violence Reduction Unit, multi-agency preventative activity is taking place or is planned across South Yorkshire. Further work is underway to understand the profile of serious youth violence to inform the development of further plans in each of the four localities. When identifying hotspots for dedicated patrols/ deployments and problem-solving initiatives, districts and other resource managers routinely analyse existing data sets.

Action update: We committed to carrying out analytical work to understand if Black and Black heritage people are more likely to be detained under the Mental Health Act, are more likely to be reported missing, and are less likely to have their investigation resolved by successfully identifying and prosecuting the offender

In our April 2025 progress update, we updated that we had a dedicated analyst working to understand what the data we hold as a force shows.

Since then, force data regarding Mental Health related incidents and Missing Persons investigations has been set against data from other sources to help us identify and understand the reasons for any disproportionality. The initial findings are encouraging but work is continuing and we hope to publish this data in the coming months.



What's next?

In September 2025, the NPCC and College of Policing rolled out the Police Race Action Plan's maturity matrix to guide forces to produce an annual assessment of their progress in delivering the aims of the Police Race Action Plan. The NPCC and College have set a deadline for completion for this first iteration of the maturity matrix of 30 September 2026.

We were involved in the pilot of the maturity matrix so have already made progress towards delivering this action. However, over the next six months, alongside progressing the delivery of our South Yorkshire Police Race Action Plan, we will focus on working with our dedicated Independent Advisory Group to complete our assessment in readiness for submission.

Following this, we will explore the appropriateness of replacing the publication of the six-monthly progress updates with the publication of our annual assessment to enable our colleagues and communities to compare the delivery of the Police Race Action Plan in South Yorkshire with delivery in other jurisdictions across England and Wales.

We will also:

- Continue the delivery of our inclusion training, and begin evaluating the impact through surveys and our Independent Ethics Panel
- Continue working with educational establishments to encourage applicants from underrepresented groups
- Analyse our vehicle stop data to identify any disproportionality and appropriately address it
- Evolve our Independent Advisory Group to ensure the members' counsel is embedded into daily business
- Launch our cross-force mentoring network to support our Black colleagues
- Collaborate with partners to reduce serious violence involving Black people



South Yorkshire

POLICE