



Handling complaints involving race discrimination - resources and links

Understanding the context of race discrimination is important - we have shared a number of resources and links below that we hope will help.

The IOPC is not responsible for the content of third-party sites.

Videos

[White Privilege: what does this actually mean?](#)

www.youtube.com/watch?v=y25fPzr8fM4

Professor John Amaechi OBE, Psychologist and Founder of APS Intelligence, explains what White privilege means in this 2-minute BBC Bitesize video clip.

[Everyday Racism](#)

www.youtube.com/watch?v=uZUvjAJGFkM

Akala, journalist, author, activist, and poet, explains how racism is a business in this 3-minute Guardian newspaper video clip. Akala shares how he looked sideways at a young Black man holding a lot of cash.

[Not-racist vs Anti-racist](#)

www.youtube.com/watch?v=ZXB4TD_AdS8

Professor John Amaechi explains what it means to be an anti-racist in this 2-minute video clip.

[‘Unconscious’ Bias or simply bias?](#)

www.youtube.com/watch?v=1kfUOFO_e9c

In this 2-minute 5 news video clip, Professor John Amaechi explains why the term ‘unconscious’ bias does not help understand how to identify racism.

IOPC Resources

IOPC Focus guidance

www.policeconduct.gov.uk/our-work/learning/oversight/focus

Focus gives police force professional standards departments (PSDs) and local policing bodies practical guidance on dealing with complaints, conduct matters, and death or serious injury cases. It supports them to handle complaints appropriately and improves standards.

[Focus issue 22](#) – Handling complaints involving race discrimination

[Focus issue 18](#) – Reasonable and proportionate outcomes

[Focus issue 21](#) - Reflective practice

IOPC discrimination guidelines

www.policeconduct.gov.uk/publications/guidelines-handling-allegations-discrimination

This document provides guidance on how to handle complaints involving discrimination of all types. Please use the link to access the document rather than downloading a copy – this will ensure that you are accessing the most up to date version.

IOPC Statutory Guidance (Chapter 3)

Principles of reasonable and proportionate handling

www.policeconduct.gov.uk/publications/statutory-guidance-2020

This chapter covers:

- the importance of reasonable and proportionate handling
 - what is meant by ‘reasonable and proportionate’
 - principles of reasonable and proportionate handling:
 - customer service focus
 - case by case approach
 - considering the wider context
 - fair and effective decisions
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[IOPC Statutory Guidance](#) (Chapters 17 and 18)

Outcomes following an investigation or other handling under Schedule 3 to the Police Reform Act 2002

www.policeconduct.gov.uk/publications/statutory-guidance-2020

- reasonable and proportionate outcomes
 - action on receipt of an investigation report of a death or serious injury (DSI) matter
 - action on receipt of an investigation report of a complaint or recordable conduct matter – local investigations
 - action on receipt of an investigation report of a complaint or recordable conduct matter – directed investigations
 - communicating the outcome
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IOPC reports - Stop and search

We made [11 recommendations to the Metropolitan Police Service](#) in August 2020 to help tackle concerns around the use of stop and search in London.

www.policeconduct.gov.uk/publications/stop-and-search-iopc-recommendations-metropolitan-police-august-2020

In April 2022, the IOPC published its [national stop and search report](#) issuing 18 recommendations on a series of issues, including disproportionality, bias, and trauma.

www.policeconduct.gov.uk/our-work/learning/stop-and-search-national-recommendations-april-2022

Following this report, we [surveyed the chief officers at all 43 territorial police forces](#) to understand their assessment of stop and search. This report published in October 2023 provides a summary of some of the initiatives adopted by police forces to improve the use and scrutiny of stop and search.

www.policeconduct.gov.uk/publications/national-stop-and-search-survey-report-october-2023

[IOPC race discrimination thematic page](#)

www.policeconduct.gov.uk/our-work/key-areas-of-work/race-discrimination

This page contains information about the key pieces of work that the IOPC has completed within this area together with links to reports and guidance from external contributors.

IOPC Youth Panel

www.policconduct.gov.uk/about-us/engaging-with-communities/our-youth-panel

The IOPC Youth Panel is made up of 40 young people aged 16-25 from diverse communities across England and Wales. The Panel help identify potential solutions to increase young people's trust and confidence in both policing, and the police complaints system.

Other guidance and reports

Home Office Guidance on Professional Standards, performance, and integrity in policing

assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/863820/Home_Office_Statutory_Guidance_0502.pdf

This guidance tells practitioners, decision makers and those operating within the Professional Standards environment about the processes and procedures concerning the handling of complaints, conduct matters and deaths and serious injuries, including how they should be investigated or handled and how subsequent proceedings should be brought.

The Police Race Action Plan

assets.college.police.uk/s3fs-public/Police-Race-Action-Plan.pdf

The plan sets out changes across policing to improve outcomes for Black people who work within or interact with policing.

The Black and Missing Toolkit

[Police Toolkit on the response to Black missing people - Missing People](#)

This is a toolkit for identifying and challenging bias in police responses to missing people who are Black or have Black mixed heritage. It was developed by charities Missing People and Listen Up, in partnership with a group of professional and lived experience advisors. The toolkit provides a guide to reviewing and reflecting on local practice, ideally within the context of wider work within forces to develop anti-racist practice. It includes resources to support police officers make positive changes.

College of Policing Guidance on outcomes in misconduct proceedings

assets.production.copweb.aws.college.police.uk/s3fs-public/2022-08/Guidance-on-outcomes-in-police-misconduct-proceedings.pdf

The guidance helps practitioners assess conduct and imposing outcomes at the conclusion of police misconduct proceedings.

College of Policing Code of Ethics

www.college.police.uk/ethics/code-of-ethics

The 2024 Code of Ethics exists to support those who work in policing and includes two non-statutory parts:

- Ethical policing principles.
- Guidance for ethical and professional behaviour in policing.

News articles

Dear White People: When You Say You ‘Don’t See Color,’ This Is What We Really Hear

www.forbes.com/sites/danabrownlee/2022/06/19/dear-white-people-when-you-say-you-dont-see-color-this-is-what-we-really-hear/?sh=5581f45326d6

This is an article published in Forbes in 2022 about lived experience.

Medical experts: Floyd's speech didn't mean he could breathe

www.nbcnews.com/news/nbcblk/medical-experts-floyd-s-speech-didn-t-mean-he-could-n1233415

This is an article published by NBC News in 2020.

Intersectionality - Black women most likely to die in medieval plague, Museum of London says

www.bbc.co.uk/news/uk-england-london-67472933

This is a BBC article about historical intersectionality.

Adultification and Children's Rights

[The National Society for the Prevention of Cruelty to Children \(NSPCC\)](#)

provides further information on how to identify and safeguard children that are affected by adultification:

learning.nspcc.org.uk/safeguarding-child-protection/children-from-black-asian-minoritised-ethnic-communities

[Children's Commissioner Report to UNHCR 2020](#)

www.childrenscommissioner.gov.uk/news/uk-childrens-commissioners-joint-report-to-un-committee-on-the-rights-of-the-child/

Every five years, the United Nations Committee on the Rights of the Child examines the whole UK on how well it is meeting its promises under the UN Convention on the Rights of the Child (UNCRC).

[Children and young persons – College of Policing, 28 June 2022](#)

www.college.police.uk/app/detention-and-custody/detainee-care/children-and-young-persons/changes

[Youth Justice Legal Centre](#)

yjl.c.uk/

Children's rights in the criminal justice system

[Crown Prosecution Service - Safeguarding Children as Victims and Witnesses](#)

www.cps.gov.uk/legal-guidance/safeguarding-children-victims-and-witnesses#a04

[Children's Legal Centre Wales - stop and search](#)

childrenslegalcentre.wales/how-the-law-affects-me/on-the-street/staying-out-of-trouble/

Children's Legal Centre Wales support strategic litigation cases, provide information on the Law as it affects children in Wales and run an education programme.

Equality Act 2010 Code of Practice

www.equalityhumanrights.com/sites/default/files/servicescode_0.pdf

This is a statutory code of practice to help practitioners understand and apply the principles of the Equality Act.

Section 10 Children Act 2004

www.legislation.gov.uk/ukpga/2004/31/section/10

s10 Co-operation to improve well-being

(1) Each local authority in England must make arrangements to promote co-operation between

(a) the authority;

(b) each of the authority's relevant partners; and

(c) such other persons or bodies as the authority consider appropriate, being persons or bodies of any nature who exercise functions or are engaged in activities in relation to children in the authority's area.

Amended by the Children and Social Work Act 2017 so that the police, clinical commissioning groups and the local authority are under a duty to make arrangements to work together, and with other partners locally, to safeguard and promote the welfare of all children in their area.

Section 11 of the Children Act 2004

www.legislation.gov.uk/ukpga/2004/31/section/11

Applies to Local Policing Bodies, Chief Constables, NCA and BTP when exercising functions in relation to England.

S11(2) requires: Each person and body to whom this section applies must make arrangements for ensuring that–

(a) their functions are discharged having regard to the need to safeguard and promote the welfare of children; and

(b) any services provided by another person pursuant to arrangements made by the person or body in the discharge of their functions are provided having regard to that need

If you would like more information or have any queries about this work, please contact oversight@policeconduct.gov.uk

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We welcome telephone calls in Welsh
Rydym yn croesawu galwadau ffôn yn y Gymraeg

