

Chapter 1

Introduction and Executive Summary

1.1 Introduction

This document proposes the development of a **National Black and Mixed-Black Safeguarding Framework** for policing and, where appropriate, the wider criminal justice system in England and Wales.

Its purpose is to invite Parliament, Government, policing bodies, oversight organisations, legal practitioners, academics and the public to consider whether the current legal and operational framework should be strengthened by introducing specific, written, measurable and independently verifiable safeguarding standards designed to reduce foreseeable risks experienced by Black and Mixed-Black people.

The proposal does not seek preferential treatment, different legal rights or immunity from lawful policing.

Rather, it asks whether existing general legal protections should be supplemented by operational safeguards where credible evidence demonstrates that a particular population experiences a disproportionate level of exposure to particular policing powers or operational risks.

Throughout this document, the emphasis is upon prevention, transparency, accountability and continuous improvement.

The proposal is intended to support evidence-based public policy rather than political opinion.

1.2 Background

For many decades, Governments, Parliament, independent inquiries, oversight bodies, inspectorates and academic researchers have examined racial disparities within policing and the criminal justice system.

Successive reports have considered matters including:

- stop and search;
- arrest;
- use of force;
- restraint;
- detention;

- deaths following police contact;
- complaint handling;
- misconduct;
- public confidence;
- institutional learning.

Although conclusions regarding the causes of those disparities continue to be debated, the existence of persistent racial disparities has repeatedly been identified within official statistics and independent reviews.

This proposal therefore begins with a simple public policy question.

Where evidence consistently identifies disproportionate exposure to identifiable operational risks, should public authorities consider introducing additional operational safeguards designed to reduce those risks?

That question forms the basis of this proposal.

1.3 Purpose

The purpose of this proposal is to determine whether Parliament should consider establishing a National Black and Mixed-Black Safeguarding Framework that:

- complements existing legislation;
- strengthens operational accountability;
- improves transparency;
- increases public confidence;
- supports lawful policing;
- reduces avoidable harm;
- enables safeguarding measures to be independently verified.

The proposal seeks to distinguish clearly between:

- equality law;
- human rights law;
- operational policing procedures;
- safeguarding.

Although closely related, these concepts perform different functions and should not automatically be regarded as interchangeable.

1.4 The Central Question

The entire proposal may be summarised in one question.

If credible evidence demonstrates that Black and Mixed-Black people experience disproportionate exposure to identifiable policing risks, should Parliament consider introducing written, measurable and independently auditable operational safeguards specifically designed to reduce those risks while maintaining equal protection under the law for everyone?

The proposal does not assume the answer.

It invites Parliament to examine the available evidence before reaching its own conclusions.

1.5 Why This Proposal Is Different

Numerous reports have examined race and policing.

Many recommend:

- improved training;
- improved leadership;
- improved culture;
- improved accountability.

This proposal adopts a different approach.

Rather than focusing primarily upon organisational culture, it focuses upon safeguarding.

Safeguarding asks different questions.

Instead of asking:

"Was discrimination proved after the event?"

Safeguarding asks:

"What practical measures could reasonably have been introduced beforehand to reduce foreseeable risks?"

The proposal therefore adopts the same preventative philosophy that already exists within:

- aviation;
- healthcare;
- rail transport;
- child protection;
- workplace safety;
- fire safety;
- environmental protection.

The underlying principle is straightforward.

Where foreseeable risks exist, organisations should identify them, manage them, monitor them and continuously improve their safeguards.

1.6 Equality and Safeguarding Are Different

One of the principal themes throughout this proposal is the distinction between equality and safeguarding.

Equality establishes legal standards.

Safeguarding establishes operational procedures.

Equality asks whether conduct was lawful.

Safeguarding asks how foreseeable harm may be prevented before it occurs.

For example, a policy stating:

"Everyone should be treated fairly"

is an important legal principle.

However, it does not identify:

- specific actions;
- responsible officers;
- documentation requirements;
- review procedures;
- audit processes;

- independent verification.

Operational safeguarding provides those practical mechanisms.

This proposal therefore argues that effective equality frequently depends upon effective safeguarding.

1.7 Scope of the Proposal

Although the primary focus is policing, the principles discussed throughout this document extend more widely across the criminal justice system.

Accordingly, the proposal considers safeguarding throughout:

- police contact;
- stop and search;
- arrest;
- detention;
- transportation;
- custody;
- interviews;
- charging decisions;
- prosecution;
- court proceedings;
- independent oversight;
- governance;
- evidence preservation;
- public accountability.

Where relevant, the proposal also considers the responsibilities of:

- Parliament;
- the Home Office;
- the Ministry of Justice;
- police forces;
- the College of Policing;

- the National Police Chiefs' Council;
 - the Independent Office for Police Conduct;
 - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services;
 - the Equality and Human Rights Commission;
 - Police and Crime Commissioners;
 - other public authorities.
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1.8 What This Proposal Does Not Claim

For clarity, this proposal does **not** claim:

- that every police officer acts unlawfully;
- that every police force is institutionally racist;
- that every disparity demonstrates discrimination;
- that every arrest involving a Black person is unlawful;
- that Black and Mixed-Black people should receive greater legal rights than anyone else;
- that policing should become race-based.

Instead, it asks whether current operational safeguards are sufficiently:

- specific;
 - transparent;
 - measurable;
 - independently auditable;
 - evidence-based;
 - capable of preventing avoidable harm.
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1.9 Guiding Principles

The proposal is founded upon the following principles.

Equal Human Dignity

Every person possesses equal human dignity.

Equal Protection

Every person is entitled to equal protection under the law.

Evidence Before Opinion

Public policy should be informed by reliable evidence rather than assumption.

Prevention Before Investigation

Preventing avoidable harm is preferable to investigating preventable failures.

Transparency

Safeguards should be publicly identifiable and understandable.

Accountability

Every safeguard should identify who is responsible for implementing it.

Independent Verification

Compliance should be capable of independent examination.

Continuous Improvement

Safeguarding should evolve as evidence develops.

1.10 Objectives

The objectives of this proposal are to:

1. distinguish equality from safeguarding;
 2. examine existing policing safeguards;
 3. identify potential operational gaps;
 4. examine evidence relating to racial disparities;
 5. develop measurable safeguarding standards;
 6. strengthen transparency;
 7. strengthen accountability;
 8. improve public confidence;
 9. support Parliament in considering future policy;
 10. reduce avoidable harm through better governance.
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1.11 Intended Audience

This document has been prepared for:

- Members of Parliament;
- Members of the House of Lords;
- Government Ministers;
- the Home Office;
- the Ministry of Justice;
- police forces;
- policing oversight bodies;
- legal professionals;
- academics;
- researchers;
- community organisations;
- independent regulators;
- journalists;
- members of the public.

1.12 Structure of This Document

The remaining chapters examine:

- the distinction between equality and safeguarding;
- the available evidence;
- the legal framework;
- operational policing safeguards;
- governance;
- accountability;
- independent oversight;
- data collection;
- parliamentary recommendations;

- implementation;
- performance measurement;
- consultation.

Each chapter builds upon the previous chapter to develop a coherent framework capable of parliamentary consideration.

1.13 Executive Summary

This proposal concludes that Parliament should formally examine whether the present legal framework should be supplemented by a **National Black and Mixed-Black Safeguarding Framework** consisting of written, measurable, evidence-based and independently auditable operational safeguards.

The proposal does not seek to replace existing law.

It seeks to strengthen its practical implementation.

Whether Parliament ultimately decides that additional safeguards are required is a matter for democratic consideration following consultation with policing professionals, legal experts, oversight bodies, researchers, community organisations and the wider public.

This document is intended to provide the foundation for that national discussion.

Chapter 1 Conclusion

The central proposition of this document is modest but significant.

Where reliable evidence identifies persistent disparities affecting a particular population, Parliament should consider whether existing operational safeguards are sufficient to ensure equal protection in practice.

This proposal neither presumes discrimination nor seeks special legal rights.

Instead, it applies a well-established principle of public administration: where foreseeable risks are identified, safeguarding arrangements should be reviewed, strengthened where necessary, and made transparent, measurable and independently verifiable.

The chapters that follow examine the available evidence, the existing legal framework and practical options for implementing such a safeguarding model across policing and, where appropriate, the wider criminal justice system.

Chapter 2

The Case for a National Black and Mixed-Black Safeguarding Framework

2.1 Introduction

The United Kingdom has developed an extensive legal and regulatory framework governing policing and the criminal justice system. Police officers operate under statutory powers, judicial oversight, professional standards, operational guidance and independent inspection. These arrangements are intended to ensure that policing is lawful, proportionate and accountable.

This proposal acknowledges the importance of those existing safeguards.

However, it asks a different question.

The question is not whether legal safeguards exist.

The question is whether the existing framework contains sufficiently specific, operational and measurable safeguards to address identifiable risks experienced by Black and Mixed-Black people where credible evidence demonstrates persistent racial disparities.

This distinction is fundamental to the proposal.

The purpose of this chapter is to explain why Parliament should consider reviewing the current safeguarding framework.

2.2 The Purpose of Safeguarding

Safeguarding is concerned with preventing foreseeable harm before harm occurs.

Unlike complaints procedures or legal remedies, safeguarding is proactive rather than reactive.

An effective safeguarding framework seeks to:

- identify foreseeable risks;
- assess the likelihood of harm;
- introduce preventative measures;
- monitor compliance;
- evaluate effectiveness;
- improve procedures where weaknesses are identified.

The objective is not to assign blame after an incident has occurred.

The objective is to reduce the likelihood of avoidable harm occurring in the first place.

2.3 A Public Policy Question

Many areas of public administration recognise that different groups may experience different operational risks.

Examples include:

- safeguarding children;
- safeguarding vulnerable adults;
- domestic abuse protection;
- mental health detention safeguards;
- prison safeguarding;
- healthcare safeguarding.

These arrangements do not create unequal legal rights.

Rather, they recognise that equal protection under the law may require different operational procedures where evidence demonstrates different risks.

This proposal asks whether Parliament should consider applying the same principle to Black and Mixed-Black people where evidence identifies persistent disparities within policing.

2.4 Existing Equality Protections

The United Kingdom already possesses significant legal protections against unlawful discrimination.

These include:

- the Equality Act 2010;
- the Human Rights Act 1998;
- the Public Sector Equality Duty;
- the Police and Criminal Evidence Act 1984;
- statutory Codes of Practice;
- professional standards;

- independent oversight bodies.

These legal protections remain essential.

However, legal duties and operational safeguards perform different functions.

Legislation establishes legal obligations.

Operational safeguards explain how those obligations should be implemented in practice.

This proposal therefore distinguishes between legal principles and operational implementation.

2.5 Why Operational Safeguards Matter

An operational safeguard is a practical requirement that can be demonstrated through evidence.

Examples include:

- mandatory recording of operational decisions;
- supervisory review;
- evidence preservation;
- custody risk assessments;
- body-worn video activation;
- welfare monitoring;
- documented reasons for significant decisions.

Each safeguard can be independently verified.

Each creates an audit trail.

Each improves accountability.

By contrast, a general commitment to fairness cannot easily be measured unless accompanied by operational procedures.

2.6 Persistent Public Concern

Over many years, policing has been the subject of independent reviews, public inquiries, academic research and parliamentary scrutiny concerning racial disparities.

These discussions have addressed matters including:

- stop and search;
- arrest;
- use of force;
- restraint;
- detention;
- deaths following police contact;
- complaint handling;
- misconduct investigations;
- community confidence.

Although opinions differ regarding the causes of these disparities, their continued examination demonstrates that they remain matters of legitimate public interest.

Accordingly, it is reasonable to ask whether existing safeguarding arrangements should also be reviewed.

2.7 A Risk-Based Approach

Modern governance increasingly relies upon risk management.

Where evidence indicates increased exposure to particular risks, organisations routinely review their procedures.

Examples include:

Sector	Risk	Safeguard
Aviation	Aircraft accidents	Flight checklists
Healthcare	Wrong-site surgery	Surgical safety checklists
Railways	Signal failure	Automatic signalling systems
Fire Safety	Building fires	Fire risk assessments
Child Protection	Abuse	Statutory safeguarding procedures

The common principle is simple.

Where foreseeable risks exist, safeguards are strengthened.

This proposal asks whether Parliament should consider applying the same principle to policing where evidence demonstrates persistent racial disparities affecting Black and Mixed-Black people.

2.8 Preventative Rather Than Reactive

Many existing policing mechanisms operate after an incident has occurred.

Examples include:

- complaints;
- misconduct investigations;
- civil litigation;
- criminal proceedings;
- coronial investigations;
- public inquiries.

These mechanisms remain essential.

However, they are principally reactive.

Safeguarding seeks to prevent avoidable harm before such investigations become necessary.

The proposal therefore argues that prevention should receive equal emphasis alongside investigation.

2.9 The Importance of Measurable Standards

Effective safeguarding depends upon measurable standards.

A safeguard should identify:

- the risk;
 - the required action;
 - the responsible decision-maker;
 - the required documentation;
 - the method of verification;
 - the review process;
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- the consequences of non-compliance.

Without measurable standards it becomes difficult to determine whether safeguarding procedures have actually been followed.

Transparency therefore benefits both members of the public and police officers.

2.10 Safeguarding Supports Professional Policing

Clear operational safeguards assist police officers by:

- providing consistent procedures;
- reducing uncertainty;
- supporting lawful decision-making;
- improving record keeping;
- strengthening evidential integrity;
- reducing unnecessary complaints;
- increasing public confidence.

Safeguarding should therefore not be viewed as criticism of policing.

Properly designed safeguarding strengthens operational professionalism.

2.11 Principles Underpinning the Proposal

The proposal is founded upon several principles.

Evidence-Based Policy

Recommendations should be based upon reliable evidence rather than assumption.

Proportionality

Safeguards should be proportionate to identified risks.

Transparency

Safeguards should be publicly identifiable and understandable.

Accountability

Every safeguard should identify who is responsible for implementation.

Independent Verification

Compliance should be capable of independent review.

Continuous Improvement

Safeguards should evolve as evidence develops.

2.12 Questions for Parliament

This proposal invites Parliament to consider the following questions.

1. Do existing policing safeguards adequately address identifiable racial disparities?
2. Are current safeguards sufficiently transparent for public understanding?
3. Can compliance with existing safeguards be independently measured?
4. Are operational safeguards consistently applied across England and Wales?
5. Where disparities exist, should additional operational safeguards be considered?
6. How should the effectiveness of any safeguards be independently evaluated?

These questions do not presume any particular conclusion.

They are intended to support informed democratic consideration.

2.13 Objectives of a National Framework

If Parliament concludes that further safeguards should be considered, a national framework should seek to:

- improve operational consistency;
- strengthen accountability;
- support lawful policing;
- improve transparency;
- reduce avoidable harm;
- increase public confidence;
- provide measurable standards;
- encourage continuous organisational learning.

Such a framework should complement existing legislation rather than replace it.

2.14 Chapter Conclusion

The issue considered in this proposal is not whether policing should continue to operate under the rule of law.

It already does.

The issue is whether the current legal framework should be strengthened by introducing specific operational safeguards where credible evidence identifies persistent disparities affecting Black and Mixed-Black people.

The proposal does not advocate different legal rights or different standards of justice.

Rather, it asks whether equal protection under the law may, in some circumstances, be enhanced through additional written, measurable and independently verifiable safeguarding measures.

The following chapter examines the available evidence to determine whether such a review is justified.

Chapter 3

The Evidence Base for a National Black and Mixed-Black Safeguarding Framework

3.1 Introduction

Public policy should be founded upon reliable evidence rather than assumption, anecdote or ideology.

The purpose of this chapter is not to determine the cause of every racial disparity within policing, nor to conclude that every disparity demonstrates unlawful discrimination.

Rather, its purpose is to examine whether the available evidence provides a reasonable basis for Parliament to consider whether existing operational safeguards should be reviewed and, where appropriate, strengthened.

Throughout this proposal, the guiding principle is straightforward:

Where credible evidence demonstrates that a particular population experiences disproportionate exposure to identifiable operational risks, Parliament should consider whether existing safeguarding arrangements remain sufficient to ensure equal protection under the law.

This chapter therefore examines the available evidence from official statistics, public inquiries, independent inspections, academic research and operational experience.

3.2 Evidence-Based Policymaking

Modern public administration increasingly adopts an evidence-based approach to policymaking.

Rather than relying upon assumptions or isolated incidents, evidence-based policy seeks to combine multiple sources of reliable information before recommending change.

Such evidence may include:

- official Government statistics;
- statutory reports;
- independent inspections;
- public inquiries;
- academic research;
- judicial decisions;

- operational reviews;
- professional experience;
- community evidence.

No single source should determine public policy.

Instead, policy should be informed by the cumulative weight of the available evidence.

3.3 Categories of Evidence

This proposal relies upon several categories of evidence.

Official Statistical Evidence

Statistics produced by Government departments and statutory bodies, including:

- Home Office;
- Office for National Statistics;
- Ministry of Justice;
- Independent Office for Police Conduct;
- His Majesty's Inspectorate of Constabulary and Fire & Rescue Services.

Official statistics assist Parliament in identifying long-term operational patterns.

Independent Reviews

Independent reviews provide detailed examination of policing practices and operational procedures.

These reviews frequently consider:

- governance;
 - accountability;
 - supervision;
 - operational culture;
 - public confidence;
 - recommendations for improvement.
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Public Inquiries

Public inquiries examine significant events in detail and often produce recommendations designed to improve future practice.

Although inquiries generally arise following particular incidents, many identify wider systemic lessons relevant to safeguarding.

Academic Research

Peer-reviewed research contributes evidence concerning:

- procedural justice;
- police legitimacy;
- decision-making;
- organisational behaviour;
- racial disparities;
- safeguarding;
- public confidence.

Academic research enables policy to benefit from independent analysis conducted over many years.

Operational Evidence

Operational evidence includes:

- complaints;
- misconduct investigations;
- coronial findings;
- inspection reports;
- internal reviews;
- lessons identified following significant incidents.

Such evidence helps identify opportunities for preventative improvement.

3.4 Why Statistical Disparities Matter

Statistics do not, by themselves, establish unlawful discrimination.

However, they can identify operational patterns requiring further examination.

If a particular population experiences police contact more frequently than another population, that community is also more frequently exposed to:

- stop and search;
- arrest;
- restraint;
- detention;
- custody;
- use of force;
- criminal investigation.

Increased exposure naturally increases the importance of effective operational safeguards.

This proposal therefore treats disparities as indicators of operational risk rather than proof of unlawful conduct.

3.5 Exposure and Risk

Risk is influenced not only by the severity of an event but also by the frequency with which individuals are exposed to that event.

For example:

- greater exposure to arrest creates greater exposure to custody;
- greater exposure to custody creates greater exposure to restraint;
- greater exposure to restraint creates greater exposure to potential injury.

Consequently, where one population experiences higher rates of police contact, Parliament may reasonably ask whether safeguarding arrangements remain sufficient to manage those risks.

3.6 Official Statistics

Successive Governments have published statistics relating to:

- stop and search;

- arrests;
- police use of force;
- Taser deployment;
- detention;
- deaths following police contact;
- complaints;
- confidence in policing.

Although interpretation of these statistics varies, the continued publication of such data demonstrates Government recognition that monitoring racial disparities forms an important aspect of public accountability.

The purpose of collecting these statistics is not merely descriptive.

It is to assist informed decision-making and continuous improvement.

3.7 Public Inquiries and Independent Reviews

Over several decades, numerous inquiries and reviews have examined policing, race and public confidence.

Recurring themes include:

- transparency;
- accountability;
- supervision;
- training;
- organisational learning;
- consistency;
- data quality;
- independent oversight.

Although individual reports differ in emphasis, many recommend strengthening governance and improving public confidence through clearer operational standards.

This proposal builds upon those recurring themes by focusing specifically on safeguarding.

3.8 Academic Research

Academic research has consistently examined factors influencing public confidence in policing.

Common areas of study include:

- procedural fairness;
- police legitimacy;
- decision-making;
- communication;
- accountability;
- racial disparities;
- organisational culture.

One recurring finding within procedural justice research is that public confidence is influenced not only by outcomes but also by whether people believe decision-making processes are fair, transparent and consistently applied.

Operational safeguarding directly supports these objectives.

3.9 Public Confidence

Public confidence represents an important component of effective policing.

Confidence is strengthened when communities understand:

- what safeguards exist;
- how they operate;
- who is responsible for implementing them;
- how compliance is monitored;
- how concerns may be independently reviewed.

Conversely, uncertainty regarding operational safeguards may reduce confidence even where officers have acted lawfully.

Transparency therefore benefits both the public and policing organisations.

3.10 Preventable Harm

Many serious public sector reforms have followed recognition that avoidable harm could have been reduced through improved safeguarding.

Examples from other sectors include:

- aviation accident prevention;
- healthcare patient safety;
- railway safety;
- workplace health and safety;
- child protection.

In each case, policy shifted from investigating failures towards preventing their recurrence.

This proposal suggests that policing should continue developing in the same preventative direction.

3.11 The Precautionary Principle

Good governance frequently adopts a precautionary approach.

Where evidence indicates elevated operational risk, organisations often strengthen safeguards before every question concerning causation has been conclusively resolved.

Examples include:

- introducing new safety procedures following near misses;
- improving training following operational reviews;
- strengthening supervision after inspection findings;
- preserving evidence following serious incidents.

This proposal suggests that a similar approach should be considered where evidence identifies persistent racial disparities affecting Black and Mixed-Black people.

Such an approach neither presumes discrimination nor assigns blame.

Rather, it reflects prudent risk management.

3.12 Limitations of the Evidence

This proposal recognises several important limitations.

The available evidence does **not**, by itself, establish that:

- every disparity results from unlawful discrimination;
- every operational decision is influenced by racial bias;
- every adverse outcome reflects institutional failure.

Individual cases require investigation on their own facts.

Equally, the existence of disparities should not automatically be dismissed without examination.

The purpose of safeguarding is not to determine liability but to reduce foreseeable risk.

3.13 What the Evidence Supports

Taken collectively, the available evidence supports several conclusions.

First, racial disparities have been identified across a number of policing activities over an extended period.

Secondly, Governments and oversight bodies have considered those disparities sufficiently important to collect and publish official data.

Thirdly, independent inquiries and reviews have repeatedly recommended improvements in transparency, accountability, supervision and governance.

Finally, public confidence continues to depend upon visible and effective safeguards.

These observations do not determine the appropriate policy response.

However, they provide a reasonable foundation for parliamentary consideration of whether existing operational safeguards should be reviewed.

3.14 Key Questions Arising from the Evidence

The evidence examined in this chapter gives rise to several policy questions.

1. Are existing operational safeguards proportionate to the risks identified by available evidence?
2. Can current safeguards be independently measured?
3. Are safeguarding procedures sufficiently transparent?
4. How is compliance evaluated?

5. Where operational weaknesses are identified, how are lessons incorporated into future policing practice?
6. Would additional written safeguarding standards improve accountability and public confidence?

These questions form the basis for the remainder of this proposal.

3.15 Chapter Conclusion

This chapter has examined the evidence supporting consideration of a National Black and Mixed-Black Safeguarding Framework.

The proposal does not argue that statistical disparities alone prove unlawful discrimination, nor that existing policing arrangements are inherently inadequate.

Instead, it concludes that the cumulative evidence from official statistics, independent reviews, public inquiries, academic research and operational experience provides a sufficient basis for Parliament to examine whether current safeguarding arrangements remain adequate.

The next chapter considers the existing legal and operational framework governing policing in England and Wales and assesses the extent to which current safeguards are capable of preventing, measuring and independently verifying compliance with standards intended to ensure equal protection under the law.

Chapter 4

The Existing Legal and Operational Framework

4.1 Introduction

The purpose of this proposal is not to suggest that policing in England and Wales operates without legal safeguards. On the contrary, policing is governed by an extensive body of legislation, statutory Codes of Practice, judicial authority, professional standards, operational guidance and independent oversight.

These arrangements establish important legal protections for every person who comes into contact with the police.

However, the existence of legal duties does not necessarily answer the central question posed by this proposal.

The issue is not whether safeguards exist.

The issue is whether the existing framework contains sufficiently specific, transparent, measurable and independently verifiable operational safeguards to identify, prevent and reduce foreseeable risks experienced by Black and Mixed-Black people where evidence demonstrates persistent racial disparities.

This chapter examines the current legal and operational framework from that perspective.

4.2 The Existing Legal Framework

Police officers exercise powers granted by Parliament and regulated by law.

The principal legal framework includes:

- Police and Criminal Evidence Act 1984 (PACE);
- PACE Codes of Practice;
- Human Rights Act 1998;
- Equality Act 2010;
- Police Reform Act 2002;
- Criminal Procedure Rules;
- common law;
- judicial decisions;
- statutory guidance.

Together these establish the legal foundation governing police powers, detention, investigation, interviews, evidence gathering and accountability.

The proposal recognises these protections as essential components of democratic policing.

4.3 The Equality Act 2010

The Equality Act 2010 prohibits unlawful discrimination on the basis of protected characteristics, including race.

The Act also establishes the Public Sector Equality Duty, requiring public authorities, in exercising their functions, to have due regard to the need to:

- eliminate unlawful discrimination;
- advance equality of opportunity;
- foster good relations between different groups.

These duties are fundamental constitutional protections.

However, they primarily establish legal obligations.

They do not generally prescribe detailed operational procedures governing police encounters.

For example, the Act does not specify:

- what questions should be asked before force is authorised;
- how allegations of racial bias should be documented;
- what supervisory review should occur following serious restraint;
- what evidence should automatically be preserved following allegations of discrimination.

Those matters are ordinarily addressed through operational policy rather than primary legislation.

4.4 The Human Rights Act 1998

The Human Rights Act incorporates rights contained within the European Convention on Human Rights into domestic law.

Several Convention rights are directly relevant to policing.

These include:

- the right to life;
- freedom from torture and inhuman or degrading treatment;
- the right to liberty;
- the right to a fair hearing;
- respect for private life;
- protection from discrimination in the enjoyment of Convention rights.

These rights establish important legal standards against which police conduct may later be assessed.

However, like the Equality Act, they do not normally prescribe the operational procedures officers should follow during routine policing.

4.5 Police and Criminal Evidence Act 1984

PACE provides the principal statutory framework governing police powers.

It regulates matters including:

- stop and search;
- arrest;
- detention;
- interviews;
- searches;
- seizure of property;
- identification procedures;
- custody management.

PACE seeks to balance effective law enforcement with the protection of individual rights.

Its statutory Codes of Practice provide detailed operational guidance that promotes consistency and accountability.

PACE therefore represents one of the most significant operational safeguarding instruments within policing.

4.6 PACE Codes of Practice

The PACE Codes require officers to follow detailed operational procedures.

Examples include:

- informing detainees of their rights;
- recording detention;
- documenting decisions;
- providing access to legal advice;
- maintaining custody records;
- arranging appropriate adults where required;
- conducting recorded interviews;
- ensuring detainee welfare.

These procedures are measurable because compliance can ordinarily be verified through documentary records.

The proposal welcomes these safeguards.

However, it asks whether comparable operational standards exist for managing identifiable racial risks where evidence demonstrates persistent disparities affecting Black and Mixed-Black people.

4.7 College of Policing Authorised Professional Practice

The College of Policing publishes Authorised Professional Practice (APP) covering operational policing.

APP provides guidance concerning:

- use of force;
- detention;
- custody;
- investigations;
- vulnerability;
- ethics;

- conflict management;
- leadership;
- professional standards.

Its purpose is to promote nationally consistent policing.

The proposal supports these objectives.

However, it asks whether APP should also include more explicit operational safeguarding standards addressing anti-Black racial bias where evidence supports their development.

4.8 National Police Chiefs' Council

The National Police Chiefs' Council (NPCC) develops national operational guidance and strategic policing policies.

Its role is to encourage consistency across police forces while allowing operational flexibility.

Any future safeguarding framework should be developed collaboratively with the NPCC to ensure that operational standards are practical, proportionate and capable of national implementation.

4.9 Independent Office for Police Conduct

The Independent Office for Police Conduct performs an essential accountability function.

Its responsibilities include investigating the most serious complaints and incidents involving police officers.

The IOPC primarily operates after significant events have occurred.

Its principal function is investigative rather than preventative.

This proposal suggests that preventative safeguarding deserves equal attention.

Reducing avoidable harm is preferable to investigating preventable failures after the event.

4.10 Professional Standards Departments

Every police force maintains a Professional Standards Department responsible for investigating allegations of misconduct and promoting professional integrity.

Professional Standards Departments contribute significantly to organisational accountability.

However, like complaints procedures generally, they operate predominantly after concerns have arisen.

Safeguarding seeks to reduce the likelihood that such concerns arise by strengthening preventative operational procedures.

4.11 Independent Inspection

His Majesty's Inspectorate of Constabulary and Fire & Rescue Services provides independent inspection of police forces.

Inspection promotes:

- effectiveness;
- efficiency;
- legitimacy;
- consistency;
- public confidence.

Inspection represents an important safeguard.

However, inspections generally assess organisational performance rather than verifying compliance with specific operational safeguards during individual police encounters.

This proposal therefore considers whether safeguarding audits could provide additional assurance.

4.12 Existing Strengths

The present legal framework contains many important strengths.

These include:

- statutory regulation;
- judicial oversight;
- published operational guidance;

- independent complaints investigation;
- professional standards;
- inspection;
- documentation requirements;
- independent courts.

These arrangements provide significant legal protections and should remain central to policing.

This proposal seeks to build upon these strengths rather than replace them.

4.13 Potential Operational Gaps

The existence of legal duties does not necessarily answer whether operational safeguards are sufficiently specific.

Several questions arise.

Identification

Do current procedures require officers to consider whether unconscious bias or racial stereotyping may have influenced operational decisions?

Recording

Must officers record how allegations of anti-Black racial bias were considered during significant incidents?

Supervision

Are supervisors required to review allegations of anti-Black racial bias as part of operational decision-making?

Evidence Preservation

Are body-worn video, custody CCTV and other relevant evidence automatically preserved whenever allegations of racial discrimination accompany significant use of force?

Audit

Can independent inspectors determine whether safeguarding procedures were actually followed?

Transparency

Can members of the public easily identify the operational safeguards that apply to their circumstances?

Evaluation

How is the effectiveness of safeguarding measured over time?

These questions do not imply deficiencies.

They identify areas Parliament may wish to examine.

4.14 General Duties and Operational Safeguards

General legal duties establish principles.

Operational safeguards implement those principles in practice.

For example:

General Duty	Operational Safeguard
Treat everyone fairly.	Require supervisors to review every serious use of force and record the reasons for their conclusions.
Avoid unlawful discrimination.	Record allegations of anti-Black racial bias and document the supervisory response.
Protect life.	Automatically preserve body-worn video, custody CCTV and custody records following serious incidents.
Respect human rights.	Conduct documented welfare assessments throughout detention and custody.

General duties explain **what** should happen.

Operational safeguards explain **how** it should happen.

Both are necessary.

4.15 The Precautionary Principle

Many areas of public administration adopt precautionary safeguards where the consequences of failure may be severe.

Examples include:

- aviation safety;

- nuclear regulation;
- healthcare;
- rail transport;
- child safeguarding.

In each case, safeguards are strengthened because preventing avoidable harm is preferable to responding after harm has occurred.

This proposal asks whether a comparable precautionary approach should be considered where credible evidence identifies persistent racial disparities within policing.

4.16 Opportunities for Improvement

The purpose of this proposal is not to conclude that existing safeguards are inadequate.

Rather, it proposes that Parliament should review whether they are sufficiently:

- specific;
- measurable;
- transparent;
- independently auditable;
- evidence-based;
- consistently implemented;
- publicly understandable.

Where Parliament concludes that current safeguards are sufficient, that conclusion should be supported by evidence.

Where improvements are considered appropriate, additional operational standards may strengthen public confidence while supporting effective policing.

4.17 Chapter Conclusion

The legal and operational framework governing policing in England and Wales is comprehensive and provides important protections for everyone.

Nevertheless, the existence of general legal duties does not necessarily establish that operational safeguards specifically addressing identifiable racial risks are sufficiently detailed, measurable or independently verifiable.

This chapter has therefore distinguished between legal obligations and operational implementation.

The following chapter examines whether the available evidence justifies Parliament considering a dedicated National Black and Mixed-Black Safeguarding Framework designed to complement existing law by strengthening transparency, accountability and preventative safeguarding.

Chapter 5

Why a National Black and Mixed-Black Safeguarding Framework Should Be Considered

5.1 Introduction

The preceding chapters have distinguished between legal duties and operational safeguards, examined the available evidence and reviewed the current legal framework governing policing in England and Wales.

The next question is whether Parliament should consider introducing a dedicated safeguarding framework specifically addressing the experiences of Black and Mixed-Black people.

This chapter does not argue that Black and Mixed-Black people should receive different legal rights.

Nor does it assume that existing policing arrangements are inherently discriminatory.

Instead, it examines whether evidence demonstrating persistent disparities justifies consideration of additional operational safeguards designed to strengthen equal protection under the law.

The proposal adopts a preventative rather than adversarial approach.

Its purpose is to improve public confidence, strengthen accountability and reduce avoidable harm.

5.2 Equal Rights and Equal Protection

Equality before the law is one of the fundamental constitutional principles of the United Kingdom.

Every person should enjoy the same legal rights, responsibilities and protections regardless of race, ethnicity or background.

However, equal legal rights do not necessarily require identical operational safeguards.

Public policy frequently recognises that equal protection may require different operational procedures where different populations experience different risks.

Examples include:

- safeguarding children;
- safeguarding vulnerable adults;
- protections for detained persons;

- reasonable adjustments for disabled people;
- domestic abuse safeguarding;
- witness protection.

None of these arrangements create unequal legal rights.

Rather, they seek to ensure that legal rights can be exercised effectively in practice.

This proposal asks whether the same principle should be considered where evidence identifies persistent racial disparities affecting Black and Mixed-Black people.

5.3 A Risk-Based Approach

Effective safeguarding begins with risk assessment.

A recognised risk-management model generally follows five stages:

1. identify the risk;
2. assess the likelihood and potential consequences;
3. implement proportionate safeguards;
4. monitor compliance;
5. review effectiveness.

This approach is widely used across public administration because it provides a structured method of preventing foreseeable harm.

The proposal suggests that Parliament should consider whether this methodology should be applied explicitly to racial disparities within policing.

5.4 Why Black and Mixed-Black People Are Considered Separately

Public authorities frequently publish statistics using broad categories such as:

- ethnic minorities;
- minority ethnic communities;
- Black, Asian and Minority Ethnic (BAME);
- Global Majority;
- non-White populations.

While useful for some purposes, broad categories may combine populations with very different experiences.

Effective safeguarding depends upon accurately identifying operational risks.

Where different populations experience policing differently, combining them into broad statistical categories may reduce the ability to identify specific safeguarding needs.

Accordingly, this proposal recommends that Black and Mixed-Black people should be considered separately where operational evidence justifies more detailed analysis.

This recommendation does not diminish the experiences of any other community.

It reflects the principle that safeguarding should be based upon sufficiently precise evidence.

5.5 Exposure to Operational Risk

Risk is influenced by exposure.

Where a population experiences more frequent contact with policing powers, that population also experiences more frequent exposure to:

- stop and search;
- arrest;
- detention;
- custody;
- restraint;
- use of force;
- criminal investigation.

The proposal does not attempt to explain every reason for those differences.

Instead, it asks a practical question.

If exposure is greater, should safeguarding arrangements also receive greater scrutiny to ensure that they remain effective?

This is a question of governance rather than blame.

5.6 Public Confidence

Public confidence is essential to effective policing.

Communities are more likely to cooperate with police where they understand:

- what safeguards exist;
- how decisions are made;
- who is accountable;
- how concerns may be raised;
- how complaints are independently investigated.

Transparency therefore strengthens both policing and public confidence.

Conversely, uncertainty regarding operational safeguards may undermine confidence even where officers have acted lawfully.

For this reason, safeguarding should be visible as well as effective.

5.7 Safeguarding Also Protects Police Officers

Operational safeguards benefit police officers as well as members of the public.

Clear procedures help officers by:

- providing consistent decision-making frameworks;
- reducing uncertainty;
- improving documentation;
- preserving evidence;
- supporting lawful decision-making;
- demonstrating compliance with professional standards;
- reducing unnecessary complaints;
- strengthening public trust.

Safeguarding should therefore be viewed as a mechanism that protects everyone involved in police encounters.

5.8 Learning from Other Sectors

Many sectors have strengthened safeguarding following repeated identification of operational risks.

Examples include:

Sector	Operational Safeguard
Aviation	Mandatory flight safety checklists
Healthcare	Surgical safety checklists
Rail Transport	Independent accident investigation
Nuclear Industry	Continuous safety monitoring
Child Protection	Multi-agency safeguarding procedures
Fire Safety	Statutory fire risk assessments

In each case, reforms were introduced because preventing harm was considered preferable to investigating avoidable failures afterwards.

This proposal suggests that policing should continue developing according to the same preventative philosophy.

5.9 Prevention Rather Than Reaction

Existing accountability mechanisms perform valuable functions.

These include:

- complaints procedures;
- misconduct investigations;
- judicial review;
- civil litigation;
- criminal proceedings;
- coronial investigations;
- public inquiries.

However, these mechanisms generally operate after an incident has occurred.

Safeguarding seeks to reduce the likelihood of those incidents occurring in the first place.

The distinction may be summarised simply.

Investigations explain what happened.

Safeguarding seeks to prevent similar events from happening again.

Both functions are essential.

Neither replaces the other.

5.10 What This Proposal Does Not Seek

For clarity, this proposal does not seek:

- preferential treatment;
- separate criminal laws;
- different standards of evidence;
- reduced accountability for criminal conduct;
- immunity from lawful policing;
- racial quotas;
- assumptions of discrimination;
- automatic findings of institutional racism.

Instead, it seeks:

- transparency;
- accountability;
- measurable operational standards;
- evidence-based policy;
- continuous improvement;
- independent oversight;
- effective safeguarding.

5.11 A Practical Illustration

Consider two different approaches.

Approach One

A police force states:

"We are committed to treating everyone fairly."

This is an important organisational commitment.

However, it provides little guidance regarding operational implementation.

Approach Two

Operational policy requires that whenever an individual alleges anti-Black racial bias during a significant police encounter:

- the allegation is recorded;
- the time is documented;
- relevant body-worn video is preserved;
- supervisory review is undertaken;
- the outcome of that review is recorded.

The second approach creates:

- measurable actions;
- identifiable responsibility;
- documentary evidence;
- independent accountability.

This proposal is concerned with operational safeguards of this nature.

5.12 Questions for Parliament

This proposal invites Parliament to consider the following questions.

1. What operational safeguards currently exist to address anti-Black racial bias?
2. Where are those safeguards published?
3. Are they mandatory or discretionary?
4. How is compliance measured?
5. Who independently verifies compliance?
6. What evidence demonstrates that current safeguards are effective?
7. If additional safeguards are unnecessary, what evidence supports that conclusion?

These questions do not assume a particular outcome.

They are intended to facilitate informed parliamentary consideration.

5.13 Principles for Any Future Framework

If Parliament determines that additional safeguards should be considered, any national framework should be based upon the following principles:

- legality;
- proportionality;
- necessity;
- transparency;
- accountability;
- independence;
- evidence-based policymaking;
- consistency;
- continuous improvement.

These principles should apply nationally while allowing operational flexibility where appropriate.

5.14 The Public Interest

This proposal is advanced in the public interest.

Its objectives are to strengthen:

- protection of life and dignity;
- public confidence;
- operational consistency;
- transparency;
- accountability;
- evidence-based policymaking;
- confidence in policing;
- confidence in the wider criminal justice system.

The proposal recognises that policing frequently involves difficult decisions made under significant pressure.

For that reason, officers should be supported by clear operational procedures capable of independent verification.

5.15 Chapter Conclusion

This chapter has examined why Parliament may reasonably consider establishing a National Black and Mixed-Black Safeguarding Framework.

The proposal does not seek different legal rights or preferential treatment.

Instead, it asks whether persistent evidence of racial disparities justifies consideration of additional operational safeguards designed to ensure that equal protection under the law is supported by transparent, measurable and independently auditable procedures.

If Parliament concludes that the existing framework already provides equivalent protection, it should be able to demonstrate that conclusion through evidence.

If Parliament concludes that improvements are appropriate, the next chapter sets out a proposed National Black and Mixed-Black Safeguarding Framework, including its structure, guiding principles, governance arrangements and operational standards.

Chapter 6

Proposed National Black and Mixed-Black Safeguarding Framework

6.1 Introduction

The preceding chapters have examined the distinction between equality and safeguarding, reviewed the available evidence and considered the existing legal framework governing policing in England and Wales.

This chapter moves from analysis to practical implementation.

It sets out a proposed **National Black and Mixed-Black Safeguarding Framework** designed to complement existing legislation and operational guidance rather than replace it.

The proposed framework is intended to strengthen transparency, accountability and public confidence by introducing written, measurable and independently auditable operational safeguarding standards.

The framework recognises that effective policing requires both operational flexibility and clear accountability.

Its purpose is to support lawful policing while reducing foreseeable risks through improved governance and consistent safeguarding.

6.2 Purpose of the Framework

The proposed framework has seven principal objectives.

1. To protect life, dignity and fundamental rights.
2. To strengthen equal protection under the law.
3. To reduce foreseeable operational risks.
4. To improve transparency and accountability.
5. To increase public confidence.
6. To promote nationally consistent safeguarding standards.
7. To enable independent verification that safeguarding procedures have been implemented.

The framework is intended to support evidence-based policing while maintaining operational effectiveness.

6.3 Scope

The framework should apply throughout England and Wales whenever statutory policing powers are exercised.

It should apply throughout every stage of police contact, including:

- voluntary encounters;
- stop and account;
- stop and search;
- arrest;
- transportation;
- detention;
- custody;
- interviews;
- searches;
- use of force;
- restraint;
- charging decisions;
- release;
- transfer between agencies;
- post-incident review.

It should also apply whenever significant operational decisions affect:

- liberty;
- bodily integrity;
- physical safety;
- human dignity;
- procedural fairness;
- evidential integrity.

6.4 Relationship with Existing Law

The proposed framework is intended to operate alongside existing legislation.

It is not intended to replace:

- the Police and Criminal Evidence Act 1984;
- the PACE Codes of Practice;
- the Equality Act 2010;
- the Human Rights Act 1998;
- the Police Reform Act 2002;
- College of Policing Authorised Professional Practice;
- National Police Chiefs' Council guidance.

Instead, the framework provides additional operational safeguarding standards intended to strengthen implementation of existing legal duties.

6.5 Core Safeguarding Principle

The framework is based upon the following principle:

Every person is entitled to equal protection under the law. Where credible evidence demonstrates that a particular population experiences disproportionate exposure to identifiable operational risks, public authorities should consider introducing proportionate operational safeguards designed to reduce those risks while maintaining equality before the law.

This principle creates no additional legal rights.

Rather, it strengthens operational accountability.

6.6 Universal Safeguarding Standards

The following safeguarding standards should apply to every police encounter regardless of race.

Standard 1 — Lawfulness

Every police power should be exercised only where authorised by law.

Standard 2 — Necessity

Every operational decision should be objectively necessary.

Standard 3 — Proportionality

The least intrusive lawful option should be used wherever reasonably practicable.

Standard 4 — Respect

Every individual should be treated with dignity and respect.

Standard 5 — Documentation

Significant operational decisions should be recorded accurately and promptly.

Standard 6 — Accountability

Every significant decision should be attributable to an identifiable decision-maker.

Standard 7 — Evidence Preservation

Relevant evidence should be preserved whenever significant force, injury or allegations of discrimination arise.

Standard 8 — Independent Review

Where appropriate, significant incidents should be capable of independent examination.

6.7 Enhanced Safeguarding Standards

Some operational situations involve elevated risk and therefore justify additional safeguards.

Examples already recognised within policing include:

- children;
- vulnerable adults;
- people requiring interpreters;
- individuals experiencing mental health crises;

- persons with communication difficulties;
- detainees requiring medical intervention.

This proposal recommends that Parliament should consider whether similar operational safeguards should apply where evidence identifies identifiable racial risks affecting Black and Mixed-Black people.

6.8 Black and Mixed-Black Operational Safeguarding Standard

Where police officers know, or reasonably believe, that an individual identifies as Black or Mixed-Black, and where operationally relevant, the following safeguarding principles should apply.

Principle A — Objective Decision-Making

Operational decisions should be based upon objectively observable facts rather than assumptions, stereotypes or generalisations.

Principle B — Behaviour-Based Recording

Operational records should describe observable behaviour rather than subjective characterisations.

For example, rather than recording:

"Aggressive."

the record should describe the behaviour observed, such as:

"Raised voice, stepped forward approximately one metre and declined repeated instructions to remain seated."

Objective descriptions improve accountability and facilitate independent review.

Principle C — Recording Allegations

Where an individual alleges anti-Black racial bias during police contact, that allegation should be recorded within the operational record.

Recording an allegation does not establish that discrimination occurred.

It ensures that the allegation forms part of the factual record available for subsequent review.

Principle D — Supervisory Consideration

Where significant force has been used and allegations of anti-Black racial bias are raised, supervisors should consider whether the circumstances require additional review under existing professional standards or complaint procedures.

Principle E — Communication

Officers should communicate operational decisions clearly and respectfully, ensuring that individuals understand the legal basis for significant police actions wherever practicable.

6.9 Supervisory Safeguards

Supervisors play a central role in safeguarding.

Accordingly, supervisors should verify:

- legality of police powers;
- necessity;
- proportionality;
- completeness of operational records;
- preservation of relevant evidence;
- documentation of safeguarding concerns;
- detainee welfare;
- compliance with operational procedures.

Where deficiencies are identified, corrective action should be documented.

6.10 Evidence Preservation Standard

Whenever significant force, serious injury, hospital admission or death follows police contact, an automatic evidence preservation procedure should commence.

Evidence should include, where applicable:

- body-worn video;
- custody CCTV;

- custody audio;
- emergency call recordings;
- command and control logs;
- radio communications;
- custody records;
- use-of-force reports;
- officer notebooks;
- photographs;
- scene recordings;
- medical records;
- digital evidence.

Evidence preservation protects:

- members of the public;
- police officers;
- investigators;
- oversight bodies;
- coroners;
- courts.

6.11 Communication Standard

Every detained individual should receive clear information explaining:

- the reason for detention;
- legal rights;
- available safeguards;
- complaint procedures;
- access to legal advice;
- medical assistance where appropriate;
- interpretation services where required.

Understanding procedural rights contributes directly to procedural fairness.

6.12 Transparency Standard

Police forces should publish, subject to lawful operational restrictions:

- safeguarding policies;
- operational guidance;
- annual safeguarding reports;
- audit findings;
- implementation plans;
- responses to inspection recommendations.

Transparency promotes accountability and strengthens public confidence.

6.13 Continuous Review

Safeguarding should remain under continual review.

Police forces should regularly consider:

- emerging evidence;
- inspection findings;
- complaint patterns;
- judicial decisions;
- academic research;
- operational experience;
- recommendations arising from significant incidents.

Where evidence demonstrates opportunities for improvement, operational procedures should be revised accordingly.

6.14 Consultation

Development of any national safeguarding framework should involve broad consultation with:

- police officers;

- staff associations;
- Chief Constables;
- Police and Crime Commissioners;
- oversight bodies;
- legal practitioners;
- academics;
- medical professionals;
- researchers;
- community organisations;
- Black and Mixed-Black representative organisations;
- Parliament.

Consultation strengthens legitimacy, practicality and public confidence.

6.15 Measuring Success

Implementation should be evaluated using objective indicators rather than isolated incidents.

Possible measures include:

- safeguarding compliance;
- supervisory review completion;
- evidence preservation rates;
- completeness of operational records;
- implementation of recommendations;
- inspection findings;
- public confidence surveys;
- complaint outcomes;
- organisational learning.

No single measure should determine success.

Evaluation should consider the totality of available evidence.

6.16 Role of Parliament

Parliament should determine:

- whether additional safeguarding standards are required;
- whether legislation or statutory guidance is necessary;
- which organisations should oversee implementation;
- how compliance should be independently evaluated;
- how safeguarding performance should be reported publicly.

This proposal provides a framework for parliamentary consideration rather than prescribing legislative outcomes.

6.17 Chapter Conclusion

This chapter has proposed a National Black and Mixed-Black Safeguarding Framework intended to strengthen existing policing arrangements through written, measurable and independently auditable operational standards.

The framework is designed to complement current legislation by improving transparency, accountability and consistency while supporting effective and lawful policing.

It recognises that safeguarding protects everyone. It protects members of the public by reducing avoidable harm, and it protects police officers by providing clear operational expectations, reliable documentation and greater evidential certainty.

The following chapter develops these principles into detailed operational safeguards applicable throughout every stage of police contact, from the initial encounter through detention, custody, investigation and the conclusion of proceedings.

Chapter 7

Operational Safeguards Throughout Police Contact

7.1 Introduction

The preceding chapter proposed the principles of a National Black and Mixed-Black Safeguarding Framework. This chapter develops those principles into detailed operational safeguards applicable throughout every stage of police contact.

The purpose of these safeguards is not to create additional legal powers or different legal rights. Their purpose is to provide clear operational standards that promote:

- lawful policing;
- procedural fairness;
- transparency;
- accountability;
- consistency;
- public confidence;
- evidence-based decision-making.

Safeguarding should operate continuously throughout police contact rather than beginning only after concerns have been raised.

Every significant operational decision should be capable of independent review through accurate documentation and preserved evidence.

7.2 Core Operational Principles

Every operational decision should be capable of answering the following questions.

1. Was the action lawful?
2. Was it objectively necessary?
3. Was it proportionate?
4. Was it based upon observable facts rather than assumptions?
5. Was it accurately recorded?
6. Can it be independently reviewed?
7. Has the individual's welfare been appropriately considered?

8. Has relevant evidence been preserved?

These principles should guide operational decision-making throughout police contact.

7.3 Stage One — Initial Police Contact

The earliest stage of police contact frequently determines how an encounter develops.

Where operationally practicable, officers should:

- identify themselves;
- explain the purpose of the interaction;
- communicate respectfully;
- avoid unnecessary escalation;
- base decisions upon observable behaviour;
- avoid assumptions relating to race, appearance, accent, clothing or cultural identity.

Operational records should describe observable facts rather than subjective opinions.

Where possible, de-escalation should be considered before coercive measures.

7.4 Stage Two — Stop and Search

Before exercising stop and search powers, officers should ensure that:

- the statutory power relied upon is identified;
- legal grounds exist;
- those grounds are explained where required by law;
- the encounter is documented;
- the outcome is recorded.

Operational records should include:

- statutory authority;
- grounds relied upon;
- time;
- location;

- officers present;
- outcome.

Supervisors should regularly review stop and search records to monitor compliance and consistency.

7.5 Stage Three — Arrest

Before arresting an individual, officers should consider:

- whether arrest is lawful;
- whether arrest is necessary;
- whether less intrusive alternatives exist where lawful;
- whether the reasons for arrest have been clearly communicated.

The arrest record should identify:

- statutory authority;
- necessity criteria;
- factual grounds;
- officers involved;
- time;
- location.

Clear documentation assists later review and protects both officers and members of the public.

7.6 Stage Four — Use of Force

Whenever force is used, officers should record:

- behaviour observed;
- reason force became necessary;
- force used;
- why lesser force was considered insufficient;
- when force commenced;
- when force ended;

- injuries observed;
- medical assistance requested;
- names of officers involved.

Records should describe objective observations rather than conclusions wherever practicable.

7.7 Stage Five — Enhanced Safeguarding Where Anti-Black Racial Bias Is Alleged

Where an individual states that anti-Black racial bias has influenced police conduct, the operational record should include:

- the allegation made;
- the time the allegation was raised;
- the officer receiving the allegation;
- any immediate response provided;
- notification of a supervising officer where appropriate.

Where operationally relevant, evidence preservation procedures should commence promptly.

Recording an allegation does not determine its validity.

Its purpose is to preserve the factual record for later review.

7.8 Stage Six — Transportation

During transportation, officers should:

- monitor detainee welfare;
- respond promptly to medical concerns;
- record significant events;
- minimise unnecessary delay;
- maintain communication capability.

Where force has recently been used, welfare observations should continue throughout transportation.

Any deterioration in condition should result in immediate reassessment.

7.9 Stage Seven — Custody Reception

Custody officers should independently assess:

- legality of detention;
- necessity of continued detention;
- medical needs;
- communication needs;
- vulnerability;
- welfare;
- fitness for detention.

Custody officers should make their own assessment and should not simply assume that earlier operational decisions were correct.

Independent assessment is an important safeguard.

7.10 Stage Eight — Custody Risk Assessment

Risk assessments should consider factors including:

- injuries;
- breathing difficulties;
- recent restraint;
- intoxication;
- prescribed medication;
- disability;
- communication barriers;
- vulnerability;
- previous medical intervention.

Risk assessments should be reviewed whenever circumstances change.

Safeguarding is a continuous process rather than a single assessment.

7.11 Stage Nine — Medical Assessment

Where medical assessment is required, healthcare professionals should receive sufficient factual information concerning:

- restraint used;
- duration of restraint;
- force applied;
- injuries observed;
- breathing concerns;
- loss of consciousness;
- medical complaints;
- previous treatment provided.

Medical decisions should be clinically independent.

Medical assessments should be fully documented.

7.12 Stage Ten — Interviews

Interviews should comply fully with statutory safeguards.

Operational records should demonstrate:

- legal authority;
- caution administered;
- legal representation where applicable;
- appropriate adults where required;
- interpretation services where required;
- recording arrangements.

Procedural fairness should remain central throughout the interview process.

7.13 Stage Eleven — Charging Decisions

Charging decisions should remain:

- evidence-based;

- legally justified;
- independently reviewable;
- appropriately documented.

The evidential basis supporting any charging decision should be clearly recorded.

Transparency assists later review.

7.14 Stage Twelve — Release

Before release, officers should ensure that the individual understands:

- bail conditions where applicable;
- future attendance requirements;
- documentation provided;
- property returned;
- complaint procedures;
- available legal remedies.

Where appropriate, written information should be provided.

7.15 Evidence Preservation

Whenever significant force, serious injury, hospital admission, death following police contact, or allegations of anti-Black racial bias arise, relevant evidence should be preserved promptly.

Evidence may include:

- body-worn video;
- custody CCTV;
- custody audio;
- emergency call recordings;
- command and control logs;
- radio transmissions;
- custody records;
- use-of-force reports;

- officer notebooks;
- photographs;
- scene recordings;
- medical records;
- digital communications.

Evidence preservation protects:

- members of the public;
- police officers;
- investigators;
- oversight bodies;
- coroners;
- courts.

7.16 Supervisory Review

Following significant incidents, supervisors should review:

- legality;
- necessity;
- proportionality;
- completeness of documentation;
- evidence preservation;
- detainee welfare;
- safeguarding concerns;
- operational compliance.

The supervisory review should identify:

- reviewing officer;
- date of review;
- findings;
- corrective actions where required;

- completion date.

7.17 Independent Audit

Police forces should conduct periodic audits examining:

- stop and search;
- arrests;
- detention;
- custody;
- use of force;
- restraint;
- safeguarding compliance;
- evidence preservation;
- complaint handling;
- supervisory review.

Audit findings should inform future operational improvements.

7.18 Continuous Learning

Following significant incidents, organisations should consider:

- lessons identified;
- procedural improvements;
- training needs;
- supervisory improvements;
- policy amendments;
- evidence collection improvements.

Learning should become part of future operational practice.

Safeguarding should continuously evolve as new evidence becomes available.

7.19 Operational Safeguarding Checklist

Every significant police encounter should be capable of demonstrating:

- ✓ lawful authority
 - ✓ necessity
 - ✓ proportionality
 - ✓ objective decision-making
 - ✓ respectful communication
 - ✓ accurate documentation
 - ✓ evidence preservation
 - ✓ welfare monitoring
 - ✓ supervisory review
 - ✓ independent accountability
 - ✓ organisational learning
-

7.20 Relationship with Existing Safeguards

The safeguards proposed in this chapter are intended to complement existing statutory protections rather than replace them.

They should operate alongside:

- Police and Criminal Evidence Act 1984;
- PACE Codes of Practice;
- Equality Act 2010;
- Human Rights Act 1998;
- College of Policing Authorised Professional Practice;
- National Police Chiefs' Council guidance;
- force policies;
- existing professional standards.

The framework therefore strengthens operational implementation while maintaining consistency with existing law.

7.21 Measuring Compliance

Compliance with operational safeguards should be capable of independent measurement.

Possible indicators include:

- completion of custody risk assessments;
- supervisory review rates;
- body-worn video preservation;
- completeness of operational records;
- documentation of safeguarding concerns;
- audit findings;
- inspection outcomes;
- implementation of recommendations.

Safeguarding should be demonstrated through evidence rather than assumption.

7.22 Chapter Conclusion

This chapter has translated the principles of the proposed National Black and Mixed-Black Safeguarding Framework into practical operational safeguards applicable throughout every stage of police contact.

The proposed standards are intended to improve transparency, consistency and accountability while supporting effective and lawful policing. They emphasise prevention, accurate documentation, evidence preservation and independent review rather than retrospective criticism.

The next chapter examines how these operational safeguards should be supported by governance structures, organisational accountability, independent oversight and continuous improvement to ensure that safeguarding becomes an integral part of policing rather than an isolated procedural requirement.

Chapter 8

Governance, Accountability and Independent Oversight

8.1 Introduction

Operational safeguards are effective only when supported by robust governance, clear accountability and independent oversight.

Written procedures alone cannot guarantee that safeguarding standards are consistently implemented. Effective safeguarding requires leadership, monitoring, audit, independent verification and continuous organisational learning.

This chapter proposes a governance framework designed to ensure that safeguarding becomes an integral part of policing rather than an aspirational policy statement.

The framework recognises that accountability strengthens public confidence while also supporting police officers through clear responsibilities, consistent operational standards and transparent decision-making.

8.2 Purpose of Governance

The governance framework has six principal purposes.

1. To ensure safeguarding responsibilities are clearly assigned.
2. To monitor compliance with operational standards.
3. To identify weaknesses before serious harm occurs.
4. To promote continuous organisational learning.
5. To strengthen public confidence through transparency.
6. To enable Parliament and the public to assess whether safeguarding is functioning effectively.

Good governance transforms safeguarding from policy into operational practice.

8.3 Principles of Good Governance

The proposed governance framework should be based upon the following principles.

Legality

All safeguarding activities should operate within the law.

Accountability

Every safeguarding responsibility should have an identifiable owner.

Transparency

Safeguarding arrangements should be publicly understandable wherever operationally appropriate.

Independence

Compliance should be capable of review by bodies independent from operational decision-makers.

Consistency

Safeguarding standards should be applied consistently throughout England and Wales.

Evidence-Based Decision-Making

Governance decisions should be supported by reliable evidence rather than assumption.

Continuous Improvement

Safeguarding procedures should evolve as evidence and operational experience develop.

8.4 Lines of Accountability

Safeguarding responsibilities should exist at every organisational level.

Individual Police Officer

Responsible for:

- lawful exercise of police powers;
- compliance with operational safeguards;
- accurate documentation;

- preservation of evidence;
 - reporting safeguarding concerns.
-

Supervising Officer

Responsible for:

- reviewing significant operational decisions;
 - verifying compliance;
 - ensuring safeguarding procedures have been followed;
 - initiating corrective action where required;
 - identifying operational learning.
-

Custody Officer

Responsible for:

- independent assessment of detention;
 - custody safeguards;
 - detainee welfare;
 - risk assessment;
 - medical referrals where appropriate;
 - documentation of safeguarding decisions.
-

Senior Leadership

Responsible for:

- implementation of safeguarding policy;
 - allocation of resources;
 - monitoring organisational performance;
 - responding to audit findings;
 - organisational learning.
-

Chief Constable

Responsible for ensuring that safeguarding forms part of:

- strategic planning;
- operational policy;
- governance systems;
- annual assurance reporting;
- organisational culture.

Ultimate accountability for implementation should rest with the Chief Constable.

8.5 National Governance

National safeguarding should involve coordinated responsibilities across relevant public bodies.

These include:

- Parliament;
- Home Office;
- Ministry of Justice;
- College of Policing;
- National Police Chiefs' Council;
- Independent Office for Police Conduct;
- His Majesty's Inspectorate of Constabulary and Fire & Rescue Services;
- Equality and Human Rights Commission;
- Police and Crime Commissioners.

Each organisation should have clearly defined responsibilities within the safeguarding framework.

8.6 Independent Oversight

Independent oversight strengthens public confidence by ensuring that safeguarding is assessed by organisations separate from operational policing.

Independent oversight may include:

- inspection;
- audit;
- investigation;
- thematic reviews;
- public reporting;
- performance evaluation;
- recommendations for improvement.

Oversight should examine both compliance and effectiveness.

8.7 National Safeguarding Advisory Council

Parliament should consider establishing an independent **National Policing Safeguarding Advisory Council**.

The Council should provide independent advice regarding safeguarding policy, implementation and evaluation.

Membership should include expertise in:

- policing;
- criminal law;
- human rights;
- equality law;
- medicine;
- forensic science;
- public administration;
- statistics;
- governance;
- safeguarding;
- Black and Mixed-Black community engagement.

The Council should be advisory rather than operational.

Its role would be to support continuous improvement and evidence-based policymaking.

8.8 Independent Safeguarding Audits

Every police force should undertake periodic safeguarding audits.

Audits should examine:

- compliance with safeguarding standards;
- quality of documentation;
- supervisory review;
- evidence preservation;
- implementation of recommendations;
- complaint trends;
- organisational learning.

Audit findings should be reported to senior leadership and published in summary form where appropriate.

8.9 Safeguarding Performance Indicators

Governance should include objective performance measures.

Examples include:

- completion of safeguarding documentation;
- supervisory review rates;
- evidence preservation compliance;
- training completion;
- implementation of recommendations;
- inspection findings;
- public confidence measures;
- complaint resolution times.

Performance indicators should support organisational improvement rather than punitive comparison.

8.10 Annual Safeguarding Assurance Statement

Each Chief Constable should publish an annual **Safeguarding Assurance Statement**.

The statement should summarise:

- safeguarding policies currently in force;
- governance arrangements;
- audit activity undertaken;
- significant findings;
- improvements implemented;
- outstanding risks;
- future priorities.

Publication promotes transparency and accountability.

8.11 Internal Reporting

Police officers and staff should be encouraged to report safeguarding concerns promptly.

Reporting systems should be:

- accessible;
- confidential where appropriate;
- protected from retaliation;
- independently reviewable;
- fully documented.

Early reporting assists early intervention.

8.12 Public Reporting

Members of the public should have access to clear information explaining:

- safeguarding arrangements;
- complaint procedures;
- independent oversight bodies;
- review mechanisms;

- expected timescales;
- available remedies.

Accessible reporting promotes confidence and accountability.

8.13 Learning from Complaints

Complaints should not be viewed solely as disciplinary matters.

They should also be considered opportunities for organisational learning.

Recurring themes should be analysed to determine whether:

- operational procedures require revision;
- training should be improved;
- supervision should be strengthened;
- safeguarding standards should be amended.

Learning is a central component of effective governance.

8.14 National Learning System

Parliament should consider establishing a National Policing Safeguarding Learning System.

The system should enable police forces to share:

- significant incidents;
- lessons identified;
- examples of good practice;
- policy developments;
- safeguarding innovations;
- audit findings.

Sharing knowledge promotes consistency across policing.

8.15 Independent Evaluation

The safeguarding framework should undergo independent evaluation at regular intervals.

Evaluation should examine:

- implementation;
- effectiveness;
- operational practicality;
- public confidence;
- unintended consequences;
- opportunities for improvement.

Evaluation reports should be publicly available wherever appropriate.

8.16 Parliamentary Oversight

Parliament should receive regular reports concerning:

- implementation progress;
- safeguarding performance;
- national trends;
- emerging risks;
- recommendations for policy development.

Regular parliamentary scrutiny supports democratic accountability.

8.17 Public Transparency

Subject to lawful operational restrictions, police forces should publish:

- safeguarding policies;
- audit summaries;
- implementation plans;
- performance reports;
- responses to inspection findings;
- annual safeguarding assurance statements.

Transparency allows the public to understand how safeguarding operates in practice.

8.18 Continuous Improvement Cycle

Safeguarding should operate as a continuous improvement cycle.

Step 1

Identify operational risks.

Step 2

Assess available evidence.

Step 3

Develop safeguarding standards.

Step 4

Implement operational procedures.

Step 5

Monitor compliance.

Step 6

Audit implementation.

Step 7

Evaluate effectiveness.

Step 8

Revise procedures where evidence demonstrates improvement is required.

The cycle should repeat continuously throughout the life of the framework.

8.19 Measuring Success

The effectiveness of governance should be assessed using multiple indicators.

Examples include:

- improved safeguarding compliance;
- improved quality of operational records;
- improved evidence preservation;
- timely supervisory review;
- implementation of recommendations;

- organisational learning;
- inspection outcomes;
- public confidence;
- reduction in preventable operational failures.

No single indicator should determine success.

Assessment should consider the totality of available evidence.

8.20 Relationship with Existing Governance

The proposed governance framework is intended to strengthen—not replace—existing governance arrangements.

It should operate alongside:

- statutory responsibilities;
- professional standards;
- inspection regimes;
- complaints systems;
- misconduct procedures;
- judicial oversight;
- parliamentary accountability.

The framework therefore enhances existing governance through greater emphasis on measurable safeguarding, independent verification and continuous improvement.

8.21 Chapter Conclusion

Operational safeguards require effective governance if they are to achieve their intended purpose.

Clear accountability, independent oversight, transparent reporting and continuous organisational learning transform safeguarding from aspiration into operational reality.

The governance framework proposed in this chapter is intended to ensure that safeguarding is capable of independent demonstration through evidence rather than assumption, while supporting effective policing and strengthening public confidence.

The following chapter examines the role of data collection, transparency, performance measurement and public reporting in evaluating whether safeguarding measures are functioning effectively and delivering their intended outcomes.

Chapter 9

Data Collection, Transparency and Public Reporting

9.1 Introduction

Effective safeguarding depends upon reliable information.

Public authorities cannot effectively identify operational risks, evaluate safeguarding measures or improve policing unless they possess accurate, consistent and transparent data.

Data enables organisations to determine whether operational safeguards are functioning as intended, whether improvements are required and whether public confidence is being strengthened over time.

This chapter proposes a national framework for the collection, analysis, publication and independent review of safeguarding information.

Its purpose is to support evidence-based policymaking, strengthen accountability and enable Parliament and the public to assess the effectiveness of safeguarding arrangements.

9.2 Purpose of Data Collection

The primary purposes of safeguarding data should be to:

- identify operational risks;
- measure safeguarding compliance;
- monitor implementation of safeguarding standards;
- identify emerging trends;
- support evidence-based policy;
- improve operational decision-making;
- strengthen public confidence;
- facilitate independent oversight.

Data collection should support prevention rather than merely recording historical events.

9.3 Principles of Data Collection

All safeguarding information should be:

- accurate;
- complete;
- timely;
- consistent;
- independently verifiable;
- publicly understandable;
- lawfully processed;
- regularly reviewed.

These principles should apply nationally to ensure consistency between police forces.

9.4 National Data Standards

The Home Office, in consultation with policing bodies and oversight organisations, should establish national standards governing:

- definitions;
- recording procedures;
- reporting formats;
- publication schedules;
- quality assurance;
- audit requirements.

National standards improve consistency and enable meaningful comparison between police forces.

9.5 Standardised Operational Recording

Police forces should maintain consistent records relating to:

- police contact;
- stop and account;
- stop and search;
- arrest;

- detention;
- custody;
- use of force;
- restraint;
- Taser deployment;
- baton deployment;
- incapacitant spray;
- police dog deployment;
- strip searches;
- hospital admissions;
- injuries;
- deaths following police contact;
- complaints;
- safeguarding reviews.

Standardised recording improves the quality of evidence available for policy evaluation.

9.6 Recording Safeguarding Activity

Operational systems should record whether safeguarding procedures have been implemented.

Examples include:

- supervisory review completed;
- custody risk assessment completed;
- medical assessment requested;
- welfare observations undertaken;
- body-worn video preserved;
- custody CCTV preserved;
- safeguarding concern recorded;
- evidence preservation initiated.

Recording safeguarding activity enables compliance to be independently measured.

9.7 Recording Allegations

Where allegations of anti-Black racial bias are made during police contact, operational systems should distinguish between:

- allegation received;
- allegation recorded;
- supervisory review undertaken;
- outcome of the review;
- subsequent actions.

Recording an allegation does not establish that discrimination occurred.

Its purpose is to preserve an accurate factual record capable of later examination.

9.8 Recording Ethnicity

Ethnicity recording should be:

- voluntary where appropriate;
- respectful;
- consistent;
- sufficiently detailed to support meaningful analysis.

Published statistical information should distinguish, where practicable, between:

- Black African;
- Black Caribbean;
- Other Black backgrounds;
- White and Black African;
- White and Black Caribbean;
- Other Mixed-Black backgrounds;
- other ethnic groups.

Broad statistical categories should not unnecessarily obscure operational patterns that may assist safeguarding.

9.9 Operational Outcome Data

Police forces should collect and publish information concerning:

- police encounters;
- stop and search;
- arrests;
- voluntary attendance;
- detention;
- custody;
- use of force;
- restraint;
- injuries;
- hospital admissions;
- deaths following police contact;
- complaint outcomes;
- safeguarding reviews.

Where lawful and appropriate, this information should be published in a form that enables meaningful public understanding.

9.10 Safeguarding Performance Indicators

Performance measurement should include indicators such as:

- safeguarding compliance;
- supervisory review completion;
- evidence preservation;
- custody review compliance;
- training completion;
- implementation of recommendations;
- audit findings;

- inspection outcomes;
- complaint resolution;
- public confidence measures.

Performance indicators should encourage organisational learning rather than punitive comparison.

9.11 Trend Analysis

Annual safeguarding reports should identify:

- long-term trends;
- emerging operational risks;
- improvements achieved;
- areas requiring further attention;
- implementation progress;
- effectiveness of safeguarding measures.

Long-term analysis provides a stronger evidence base than isolated annual statistics.

9.12 Force Safeguarding Report

Each police force should publish an annual **Safeguarding Report**.

The report should include:

- safeguarding objectives;
- operational performance;
- audit findings;
- significant developments;
- implementation of recommendations;
- outstanding risks;
- future priorities.

Reports should be written in language that is accessible to members of the public.

9.13 National Safeguarding Report

The Home Office should publish an annual **National Policing Safeguarding Report**.

The report should summarise:

- national safeguarding performance;
- implementation across police forces;
- inspection findings;
- significant operational developments;
- emerging risks;
- recommendations for improvement.

The report should be laid before Parliament to support democratic scrutiny.

9.14 Independent Analysis

Safeguarding information should be available, subject to lawful restrictions, for independent analysis by:

- Parliament;
- oversight bodies;
- inspectors;
- researchers;
- universities;
- community organisations;
- journalists;
- policy institutes.

Independent analysis promotes transparency and informed public debate.

9.15 Data Quality Assurance

Police forces should maintain procedures to ensure:

- completeness;
- accuracy;

- consistency;
- timely recording;
- correction of identified errors;
- periodic validation.

Data quality should form part of routine organisational governance.

9.16 Independent Data Audit

Independent audits should periodically examine:

- recording accuracy;
- completeness;
- consistency between systems;
- safeguarding compliance;
- publication accuracy;
- implementation of recommendations.

Audit findings should be summarised publicly wherever appropriate.

9.17 Confidentiality and Data Protection

Publication of safeguarding information must comply with:

- data protection legislation;
- privacy obligations;
- operational security requirements;
- court reporting restrictions;
- protection of victims and witnesses.

Transparency should be balanced with legitimate confidentiality requirements.

Safeguarding should enhance accountability without compromising lawful privacy protections.

9.18 Evaluating Effectiveness

The effectiveness of safeguarding should be evaluated using multiple sources of evidence.

Evaluation should consider:

- implementation of safeguarding standards;
- operational compliance;
- public confidence;
- complaint trends;
- inspection findings;
- independent reviews;
- organisational learning;
- policy improvements.

No single statistic should determine whether safeguarding has been successful.

9.19 Continuous Improvement

Data collection should support continuous refinement of safeguarding arrangements.

Where evidence identifies:

- recurring operational failures;
- emerging risks;
- ineffective procedures;
- successful innovations;
- opportunities for improvement,

operational guidance should be reviewed accordingly.

Safeguarding should remain dynamic and evidence-led.

9.20 Future Research

Parliament should encourage continuing research concerning:

- operational safeguarding;
- procedural fairness;

- public confidence;
- racial disparities;
- policing effectiveness;
- evidence preservation;
- governance;
- organisational learning.

Independent research should inform future revisions of safeguarding policy.

9.21 Digital Innovation

Police forces should consider the use of secure digital technologies to improve safeguarding, including:

- automated audit systems;
- digital evidence management;
- safeguarding dashboards;
- compliance monitoring;
- secure reporting systems;
- data quality validation.

Technology should support accountability while remaining consistent with legal and ethical requirements.

9.22 Chapter Conclusion

Reliable information is fundamental to effective safeguarding.

Written procedures alone cannot demonstrate whether safeguarding measures are functioning in practice. Consistent data collection, accurate operational recording, transparent public reporting, independent analysis and periodic evaluation enable Parliament, policing bodies and the public to assess whether safeguarding arrangements are achieving their intended objectives.

A robust system of data collection and transparency strengthens evidence-based policymaking, supports continuous organisational learning and promotes confidence that safeguarding standards are capable of independent verification.

The following chapter presents the principal recommendations arising from this proposal and identifies the actions that Parliament, Government, policing organisations and oversight bodies may wish to consider when determining whether a National Black and Mixed-Black Safeguarding Framework should be developed and implemented.

Chapter 10

Parliamentary Recommendations

10.1 Introduction

The preceding chapters have examined the distinction between equality and safeguarding, reviewed the available evidence, considered the existing legal framework and proposed a National Black and Mixed-Black Safeguarding Framework supported by governance, operational standards and evidence-based evaluation.

This chapter brings those findings together in the form of recommendations for Parliament, Government, policing bodies and independent oversight organisations.

These recommendations are not presented as predetermined conclusions.

Rather, they are proposed as matters for democratic consideration, consultation and evidence-based policymaking.

The objective is to strengthen equal protection under the law through greater transparency, accountability and operational safeguarding.

10.2 Recommendation 1

Establish an Independent Parliamentary Review

Parliament should establish, or commission, an independent review to determine whether existing policing safeguards adequately protect Black and Mixed-Black people.

The review should examine:

- legislation;
- operational guidance;
- official statistics;
- independent inspections;
- public inquiries;
- academic research;
- community evidence;
- international practice.

The review should identify:

- existing strengths;

- operational gaps;
 - opportunities for improvement;
 - areas requiring further research.
-

10.3 Recommendation 2

Define Operational Safeguarding Standards

If Parliament concludes that additional safeguards should be considered, it should establish nationally consistent operational safeguarding standards.

These standards should:

- complement existing legislation;
- be written;
- be measurable;
- be independently auditable;
- identify responsible decision-makers;
- support continuous improvement.

Operational standards should distinguish clearly between legal duties and practical implementation.

10.4 Recommendation 3

Introduce a National Safeguarding Code

Parliament should consider introducing a National Policing Safeguarding Code.

The Code should:

- consolidate safeguarding principles;
- establish minimum operational standards;
- promote national consistency;
- support training;
- facilitate independent inspection.

The Code should operate alongside existing statutory guidance rather than replacing it.

10.5 Recommendation 4

Strengthen Evidence Preservation

National guidance should require prompt preservation of relevant evidence whenever significant police incidents occur.

Evidence preservation should include, where applicable:

- body-worn video;
- custody CCTV;
- custody audio;
- emergency call recordings;
- command and control records;
- radio communications;
- officer notebooks;
- medical records;
- digital evidence.

Reliable evidence protects:

- members of the public;
- police officers;
- investigators;
- oversight bodies;
- courts.

10.6 Recommendation 5

Strengthen Supervisory Review

National operational guidance should require supervisors to review significant operational decisions involving:

- use of force;
- restraint;
- detention;
- allegations of anti-Black racial bias;

- serious injury;
- hospital admission;
- deaths following police contact.

Supervisory review should be documented and capable of independent audit.

10.7 Recommendation 6

Improve National Data Collection

The Home Office should establish nationally consistent safeguarding data standards.

These standards should improve consistency regarding:

- operational recording;
- safeguarding compliance;
- use of force;
- evidence preservation;
- complaint handling;
- public reporting.

Consistent information strengthens evidence-based policymaking.

10.8 Recommendation 7

Annual Safeguarding Reports

Each police force should publish an annual safeguarding report containing:

- safeguarding objectives;
- implementation progress;
- audit findings;
- performance indicators;
- organisational learning;
- future priorities.

Annual reporting strengthens transparency and accountability.

10.9 Recommendation 8

National Safeguarding Report to Parliament

The Home Office should prepare an annual National Policing Safeguarding Report.

The report should summarise:

- national implementation;
- operational performance;
- inspection findings;
- emerging risks;
- research developments;
- recommendations for improvement.

The report should be laid before Parliament.

10.10 Recommendation 9

Independent Safeguarding Audits

Every police force should undergo periodic independent safeguarding audits.

Audits should assess:

- compliance with safeguarding standards;
- quality of operational documentation;
- evidence preservation;
- supervisory review;
- implementation of recommendations;
- organisational learning.

Audit findings should inform future policy development.

10.11 Recommendation 10

National Safeguarding Advisory Council

Parliament should consider establishing an independent National Policing Safeguarding Advisory Council.

Its functions should include:

- advising Government;
- reviewing safeguarding performance;
- considering emerging evidence;
- recommending improvements;
- supporting consultation;
- promoting continuous learning.

The Council should operate independently of operational policing.

10.12 Recommendation 11

Strengthen Public Transparency

Police forces should publish, subject to lawful restrictions:

- safeguarding policies;
- audit summaries;
- implementation plans;
- annual safeguarding assurance statements;
- responses to inspection recommendations.

Transparency promotes confidence and enables informed public discussion.

10.13 Recommendation 12

Strengthen Professional Training

Operational safeguarding should become an integral part of police education.

Training should include:

- safeguarding principles;
- procedural fairness;
- evidence preservation;
- objective decision-making;
- effective documentation;

- communication;
- supervision;
- organisational learning.

Training should be regularly reviewed and updated.

10.14 Recommendation 13

Support Independent Research

Government should encourage independent research concerning:

- safeguarding effectiveness;
- operational policing;
- procedural justice;
- public confidence;
- governance;
- racial disparities;
- organisational learning.

Research should contribute to future policy development.

10.15 Recommendation 14

Five-Year Independent Review

Any safeguarding framework introduced should undergo a comprehensive independent review within five years.

The review should consider:

- implementation;
- effectiveness;
- operational practicality;
- public confidence;
- costs;
- benefits;

- unintended consequences;
- opportunities for improvement.

Recommendations arising from the review should be published.

10.16 Recommendation 15

Parliamentary Debate

Following completion of consultation and independent review, Parliament should debate:

- whether current safeguarding arrangements remain sufficient;
- whether additional safeguards are justified;
- whether legislation should be amended;
- whether statutory guidance should be strengthened.

Final decisions should remain matters for Parliament.

10.17 Principles Governing Implementation

Any future safeguarding framework should remain:

- lawful;
- proportionate;
- evidence-based;
- transparent;
- accountable;
- independently verifiable;
- nationally consistent;
- subject to continuous review.

Implementation should support effective policing while strengthening public confidence.

10.18 Matters Requiring Further Consultation

This proposal recognises that several matters require wider consultation.

These include:

- operational practicality;
- resource implications;
- inspection methodology;
- governance structures;
- performance indicators;
- public reporting arrangements;
- interaction with existing legislation.

Consultation should involve:

- Parliament;
- Government;
- police forces;
- oversight bodies;
- legal professionals;
- academics;
- researchers;
- community organisations;
- members of the public.

10.19 Expected Benefits

If Parliament concludes that additional safeguarding measures are appropriate, expected benefits may include:

- improved operational consistency;
- stronger accountability;
- improved documentation;
- better evidence preservation;
- enhanced organisational learning;
- increased public confidence;

- greater transparency;
- improved governance;
- stronger democratic oversight.

These potential benefits should be evaluated through evidence following implementation.

10.20 Recommendation Summary

The recommendations contained within this proposal seek to:

- strengthen safeguarding rather than replace existing law;
- improve operational accountability;
- increase transparency;
- support evidence-based policymaking;
- encourage national consistency;
- improve public confidence;
- promote continuous organisational learning.

The recommendations are intended to support both effective policing and equal protection under the law.

10.21 Chapter Conclusion

This chapter has translated the analysis contained within this proposal into a structured programme of recommendations for parliamentary consideration.

The recommendations do not assume that current policing arrangements are inadequate, nor do they advocate preferential legal treatment for any community.

Instead, they invite Parliament to consider whether the evidence presented throughout this proposal justifies strengthening existing safeguarding arrangements through written, measurable and independently auditable operational standards designed to improve transparency, accountability and public confidence.

The following chapter examines how these recommendations could be implemented through a phased national programme involving consultation, pilot implementation, independent evaluation and continuous review before any permanent national adoption is considered.

Chapter 11

National Implementation Strategy

11.1 Introduction

If Parliament concludes that a National Black and Mixed-Black Safeguarding Framework should be developed, implementation should proceed through a structured, evidence-based and transparent process.

Major changes affecting policing should be introduced gradually, evaluated independently and refined in response to operational experience before national implementation.

The objective should not be rapid reform.

The objective should be effective, practical and sustainable safeguarding supported by consultation, evidence and continuous improvement.

This chapter proposes a phased national implementation strategy designed to minimise operational disruption while maximising transparency, accountability and public confidence.

11.2 Principles of Implementation

Implementation should be guided by the following principles.

Legality

All safeguarding measures should remain consistent with existing legislation unless Parliament determines that legislative amendment is required.

Evidence-Based Development

Safeguarding standards should be developed using:

- official statistics;
- operational evidence;
- academic research;
- independent reviews;
- consultation findings.

Consultation

Implementation should involve those responsible for applying and evaluating safeguarding procedures.

Proportionality

Safeguards should be proportionate to identified operational risks.

Transparency

Implementation should be publicly documented.

Independent Evaluation

Progress should be independently reviewed throughout implementation.

Continuous Improvement

Safeguarding standards should evolve in response to evidence.

11.3 Phase One — Parliamentary Consideration

The first phase should consist of parliamentary examination.

Parliament should consider:

- the evidence presented;
- existing legislation;
- current operational safeguards;
- consultation requirements;
- implementation options.

At this stage Parliament should determine whether further work is justified.

No operational changes should occur before parliamentary consideration has been completed.

11.4 Phase Two — National Consultation

If Parliament decides to proceed, Government should undertake a comprehensive public consultation.

Consultation should include:

- police forces;
- Chief Constables;
- Police and Crime Commissioners;
- College of Policing;
- National Police Chiefs' Council;
- Independent Office for Police Conduct;
- HM Inspectorate of Constabulary and Fire & Rescue Services;
- Equality and Human Rights Commission;
- legal organisations;
- academics;
- researchers;
- community organisations;
- Black and Mixed-Black representative organisations;
- victims' organisations;
- members of the public.

Consultation should remain evidence-based and transparent.

11.5 Phase Three — Framework Development

Following consultation, a draft National Safeguarding Framework should be prepared.

The framework should define:

- safeguarding principles;
- operational standards;
- governance arrangements;
- accountability mechanisms;
- reporting requirements;

- audit methodology;
- performance indicators;
- implementation guidance.

The framework should be published for further consultation before implementation.

11.6 Phase Four — Pilot Implementation

Before national implementation, pilot programmes should be conducted within selected police forces.

Pilot programmes should evaluate:

- operational practicality;
- consistency;
- documentation quality;
- evidence preservation;
- supervisory review;
- officer workload;
- public confidence;
- organisational learning.

Pilot forces should represent a range of:

- metropolitan areas;
- urban forces;
- rural forces;
- large organisations;
- smaller organisations.

This approach enables refinement before wider implementation.

11.7 Phase Five — Independent Evaluation

Pilot programmes should undergo independent evaluation.

Evaluation should examine:

- implementation success;
- operational effectiveness;
- unintended consequences;
- officer feedback;
- public feedback;
- governance performance;
- resource implications.

Evaluation findings should be published.

Where weaknesses are identified, the framework should be revised before national implementation.

11.8 Phase Six — National Rollout

Subject to parliamentary approval, the framework should then be implemented nationally.

National implementation should include:

- publication of safeguarding standards;
- updated operational guidance;
- training programmes;
- supervisory procedures;
- audit arrangements;
- reporting requirements.

Implementation should occur according to an agreed national timetable.

11.9 Phase Seven — Continuous Monitoring

Following implementation, safeguarding performance should be continuously monitored.

Monitoring should include:

- safeguarding compliance;
- audit findings;

- inspection outcomes;
- complaint trends;
- public confidence;
- implementation of recommendations;
- organisational learning.

Monitoring should identify opportunities for continuous improvement.

11.10 Roles and Responsibilities

Implementation requires clearly defined responsibilities.

Parliament

Responsible for:

- legislative scrutiny;
 - democratic oversight;
 - review of annual reports.
-

Home Office

Responsible for:

- national policy;
 - implementation guidance;
 - publication of national safeguarding reports.
-

College of Policing

Responsible for:

- operational guidance;
 - professional standards;
 - training materials.
-

National Police Chiefs' Council

Responsible for:

- operational coordination;
 - national consistency;
 - implementation support.
-

Police Forces

Responsible for:

- implementation;
 - supervision;
 - internal audit;
 - safeguarding compliance.
-

Independent Oversight Bodies

Responsible for:

- inspection;
 - investigation;
 - audit;
 - evaluation.
-

11.11 Training Strategy

Implementation should include a national safeguarding training programme.

Training should cover:

- safeguarding principles;
 - operational procedures;
 - evidence preservation;
 - documentation;
 - procedural fairness;
 - communication;
-

- supervision;
- governance;
- continuous learning.

Training should be incorporated into both initial police education and continuing professional development.

11.12 Communication Strategy

Successful implementation requires effective communication.

Information should be provided to:

- police officers;
- police staff;
- oversight bodies;
- legal practitioners;
- community organisations;
- Parliament;
- members of the public.

Communication should explain:

- the purpose of the framework;
- safeguarding principles;
- implementation timetable;
- reporting arrangements;
- expected outcomes.

11.13 Resource Planning

Implementation should include assessment of:

- staffing;
- training;
- information technology;

- auditing;
- reporting;
- governance support;
- independent evaluation.

Resource planning should ensure that safeguarding standards remain practical and sustainable.

11.14 Risk Management During Implementation

Potential implementation risks include:

- inconsistent interpretation;
- inadequate training;
- incomplete documentation;
- resource pressures;
- resistance to organisational change;
- inconsistent data collection.

Each risk should be accompanied by mitigation measures, monitoring arrangements and periodic review.

11.15 Performance Monitoring

Implementation should be monitored through measurable indicators including:

- safeguarding compliance;
- supervisory review rates;
- evidence preservation;
- completion of training;
- audit findings;
- inspection outcomes;
- implementation milestones;
- public confidence.

Monitoring should support improvement rather than punishment.

11.16 Review Timetable

Implementation should follow a structured timetable.

Year	Activity
Year 1	Parliamentary consideration and consultation
Year 2	Framework development and pilot implementation
Year 3	Independent evaluation and revision
Year 4	National rollout
Year 5	Independent review and parliamentary report

The timetable may be adjusted by Parliament according to operational experience.

11.17 Success Criteria

Implementation should be regarded as successful where evidence demonstrates:

- consistent safeguarding procedures;
- improved documentation;
- effective evidence preservation;
- stronger supervisory oversight;
- improved organisational learning;
- increased transparency;
- improved public confidence;
- measurable safeguarding compliance.

Evaluation should consider the totality of available evidence rather than isolated performance measures.

11.18 Relationship with Existing Reform Programmes

Implementation should be coordinated with existing policing reform initiatives wherever possible.

The safeguarding framework should complement:

- operational policing reforms;
- inspection programmes;
- governance improvements;
- professional standards;
- digital policing initiatives;
- evidence management systems.

Integration reduces duplication and supports efficient implementation.

11.19 Continuous Improvement

Implementation should not be regarded as the conclusion of safeguarding development.

The framework should remain subject to:

- ongoing research;
- independent evaluation;
- operational feedback;
- parliamentary scrutiny;
- periodic revision.

Continuous improvement is fundamental to effective safeguarding.

11.20 Chapter Conclusion

This chapter has proposed a phased national implementation strategy designed to introduce a National Black and Mixed-Black Safeguarding Framework through consultation, pilot implementation, independent evaluation and continuous review.

The strategy recognises that safeguarding should develop through evidence, operational experience and democratic oversight rather than through immediate or inflexible reform.

If Parliament concludes that additional safeguarding measures are justified, implementation should proceed gradually, transparently and in partnership with policing professionals, oversight bodies, researchers, community organisations and the wider public.

The following and final chapter brings together the findings of this proposal, summarises its principal recommendations and sets out the case for Parliamentary consideration of a National Black and Mixed-Black Safeguarding Framework.

Chapter 12

Conclusion

12.1 Introduction

This proposal has examined whether Parliament should consider developing a **National Black and Mixed-Black Safeguarding Framework** to complement the existing legal and operational framework governing policing and, where appropriate, the wider criminal justice system.

It has distinguished between general legal principles and operational safeguarding, reviewed the available evidence, examined the current legislative framework and proposed practical safeguarding standards capable of implementation, measurement and independent review.

The purpose has not been to reach predetermined conclusions.

Rather, it has been to provide Parliament with a structured framework through which the available evidence may be examined and assessed.

12.2 The Central Question

Throughout this document, one question has remained central.

If credible evidence demonstrates that Black and Mixed-Black people experience disproportionate exposure to identifiable operational risks, should Parliament consider introducing additional written, measurable and independently auditable operational safeguards designed to reduce those risks while maintaining equal protection under the law for everyone?

This proposal does not presume the answer.

It invites Parliament to determine that question following consultation, evidence and democratic scrutiny.

12.3 Principal Findings

Several principal observations emerge from this proposal.

First

The United Kingdom already possesses an extensive legal framework governing policing.

That framework includes:

- primary legislation;
- statutory Codes of Practice;
- judicial oversight;
- professional standards;
- independent inspection;
- complaints procedures;
- misconduct investigations.

These protections remain essential and should continue to form the foundation of democratic policing.

Second

Equality legislation and operational safeguarding perform different functions.

Equality establishes legal rights and duties.

Operational safeguarding establishes practical procedures designed to reduce foreseeable harm before harm occurs.

The proposal concludes that both functions are necessary and complementary.

Third

Official statistics, independent reviews, public inquiries and academic research have identified persistent racial disparities within several areas of policing over many years.

The proposal does not conclude that every disparity demonstrates unlawful discrimination.

However, it concludes that the continued existence of such disparities provides a reasonable basis for Parliament to examine whether current safeguarding arrangements remain sufficient.

Fourth

Effective safeguarding requires more than broad organisational commitments.

Safeguards should be:

- written;

- measurable;
- transparent;
- consistently implemented;
- independently auditable;
- regularly reviewed.

Without measurable standards, meaningful accountability becomes significantly more difficult.

Fifth

Safeguarding protects both members of the public and police officers.

Clear operational procedures:

- reduce uncertainty;
- improve documentation;
- strengthen evidential integrity;
- support lawful decision-making;
- promote organisational learning;
- increase public confidence.

12.4 Summary of Recommendations

This proposal recommends that Parliament should consider:

- commissioning an independent review of existing safeguards;
- developing nationally consistent safeguarding standards;
- strengthening evidence preservation;
- improving supervisory review;
- enhancing transparency;
- improving safeguarding data collection;
- introducing annual safeguarding reporting;
- supporting independent research;

- establishing independent evaluation;
- implementing safeguarding through consultation, pilot programmes and phased national rollout.

These recommendations are intended to strengthen existing policing arrangements rather than replace them.

12.5 Safeguarding as Good Governance

Throughout this proposal, safeguarding has been considered primarily as an issue of governance.

Good governance requires organisations to:

- identify foreseeable risks;
- implement reasonable safeguards;
- monitor compliance;
- evaluate effectiveness;
- improve procedures where necessary.

These principles already exist throughout many areas of public administration, including:

- aviation;
- healthcare;
- rail transport;
- workplace safety;
- child protection;
- environmental regulation.

The proposal asks whether comparable principles should be applied where evidence identifies persistent racial disparities affecting Black and Mixed-Black people within policing.

12.6 Equal Rights and Equal Protection

This proposal does not advocate different legal rights.

It supports the longstanding constitutional principle that every person is entitled to equal protection under the law.

The proposal simply asks whether equal legal rights may sometimes require more clearly defined operational safeguards where evidence identifies particular operational risks.

This principle is already recognised in numerous safeguarding frameworks across public administration.

12.7 Matters for Democratic Consideration

Several questions remain matters for Parliament rather than this proposal.

These include:

- whether additional safeguards are required;
- whether legislative amendment is necessary;
- whether statutory guidance should be strengthened;
- how safeguarding should be implemented;
- how safeguarding performance should be evaluated;
- what governance arrangements should apply.

The proposal provides a framework for informed consideration rather than predetermined answers.

12.8 The Importance of Consultation

Should Parliament decide that further work is justified, consultation should be comprehensive.

Consultation should involve:

- Government;
- Parliament;
- policing organisations;
- oversight bodies;
- legal practitioners;
- academics;

- researchers;
- community organisations;
- Black and Mixed-Black representative organisations;
- victims' organisations;
- members of the public.

Broad consultation strengthens legitimacy, operational practicality and public confidence.

12.9 Future Development

This proposal should be regarded as the beginning rather than the conclusion of a wider national discussion.

Future work may include:

- further research;
- operational pilots;
- independent evaluation;
- international comparison;
- refinement of safeguarding standards;
- continued parliamentary scrutiny.

Safeguarding should remain responsive to new evidence and operational experience.

12.10 Final Reflection

The proposal proceeds from a simple proposition.

When credible evidence identifies persistent operational risks affecting any section of society, Parliament has a legitimate role in determining whether existing safeguards remain sufficient.

Reviewing safeguarding arrangements should not be interpreted as criticism of policing.

Rather, it reflects the principle that effective public institutions continually examine whether their procedures remain capable of delivering fairness, accountability and public confidence.

Continuous improvement is a characteristic of strong institutions.

12.11 Closing Recommendation

Accordingly, this proposal recommends that Parliament formally consider whether a **National Black and Mixed-Black Safeguarding Framework** should be developed through an independent, evidence-based and publicly accountable process.

If Parliament concludes that existing safeguards already provide equivalent protection, that conclusion should be supported by transparent evidence.

If Parliament concludes that additional safeguards are justified, those safeguards should be:

- proportionate;
- evidence-based;
- operationally practical;
- transparent;
- measurable;
- independently auditable;
- subject to regular review.

Either outcome would strengthen democratic accountability by ensuring that decisions are based upon evidence rather than assumption.

12.12 Final Conclusion

This proposal has not sought to determine whether policing in England and Wales is fair or unfair in every circumstance.

Nor has it sought to establish liability for any individual case.

Its purpose has been more limited and more practical.

It has asked whether the available evidence justifies Parliament examining whether written, measurable and independently verifiable operational safeguards should supplement existing legal protections where credible evidence indicates persistent racial disparities affecting Black and Mixed-Black people.

The proposal therefore concludes by inviting Parliament, Government, policing organisations, oversight bodies and the public to engage in an open, evidence-based and constructive discussion regarding the future development of safeguarding within policing and the criminal justice system.

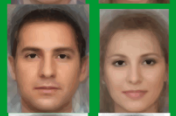
The ultimate objective is straightforward:

To strengthen equal protection under the law by ensuring that safeguarding is transparent, accountable, measurable and capable of independent verification, thereby supporting both public confidence and professional policing for the benefit of everyone.

A handwritten signature in black ink. It features a large, stylized capital 'D' on the left, followed by a series of loops and a long, sweeping horizontal line that extends to the right.

Derrick Lynch

Also known as John Canoe

REPARATIONS POLICE CODES FOR REPARATIONS POLICE CODES FOR REPARATIONS											
	IC1		W1 UK White W2 White European W9 Other White	QUESTION: White skin, Caucasoid, highest life value, pure blood, Aryan, Japhetic, Celtic, Nordic, Viking, Norse, Germanic, Slavic, Baltic, straight red/ginger or blond/blonde hair, blue, grey, green or pale eyes, not visibly contaminated with non-white blood but freckles are acceptable? UK RACE TAX 0-6%?	FAMILY: Absolute Nuclear, Egalitarian Nuclear –Low intergenerational cohabitation, early home-leaving, privacy-valued.						
	IC2		W9 Other White Dark European	QUESTION: Darkened skin, Sallow, Swarthy, Tawny, Olive skin, Melanochroid, Iberian Peninsula, Mediterranean, Balkan, straight dark hair (no curls), slightly lower life value, Dark eyes, visibly contaminated with non-white blood? UK RACE TAX 6-13%?	FAMILY: Endogamous Communitarian, Asymmetric –Patriarchal extended families, high respect for elders, strong honour culture.						
	IC3		B1 Caribbean B2 African B9 Other Black	QUESTION: Black Skin Negroid, Hamitic, Moor, Bantu, Cushite, Kaffir, Kinky/Curly Dark hair, Dark eyes? UK RACE TAX 33-66%?	FAMILY: Endogamous Communitarian, Asymmetric –Arranged marriages, multigenerational homes, patriarchal authority, family honour central.						
	IC4		A1 Indian A2 Pakistani A3 Bangladeshi A9 Other Asian	QUESTION: Brown/Dark Skin Asianoid, South Asian, Hindutva, Indo-Aryan, Dravidian, Straight hair, Dark eyes? UK RACE TAX 22-33%?	FAMILY: Endogamous Communitarian, Asymmetric –Arranged marriages, multigenerational homes, patriarchal authority, family honour central.						
	IC5		O1 Chinese O9 Any Other Oriental	QUESTION: Yellow Skin Mongoloid, Epicanthic fold, Slit eyes, Neotenic, Sinodonty, Straight hair that never curls, Dark eyes? UK RACE TAX 22-33%?	FAMILY: Absolute Nuclear, Filial-Flexible –Confucian values, filial piety, elder care in private home, education-centred.						
	IC6		M1 White & Black Caribbean M2 White & Black African M3 White & Asian M9 Any Other Mixed	QUESTION: Semitic, Jewish, Christian, Muslim, Arab, Israeli, North American, South American, Mixed Lineage, Mixed Race, Mongrel, North African, Stateless, visibly contaminated with Black blood? UK RACE TAX 0-66%?	FAMILY: Flexible System, Chosen Support –Mixed identity negotiation, hybrid parenting, often fluid structures, blended cultures.						
	IC7		NS Not Stated	QUESTION: Unseen, Unrecognised, Unhuman, Unknown, Alien, Computer, Robot, Artificial Intelligence, Humanoid? TAX FREE?	FAMILY: Anomic, Unknown or Chosen –Fragmented or concealed systems; may reflect institutional upbringing or systemic exclusion.						
UK Government Race and Ethnicity Codes. Are you a Racist?											
	IC1		W1 UK White W2 White European W9 Other White		IC3		B1 Caribbean B2 African B9 Other Black		IC6		M1 White & Black Caribbean M2 White & Black African M3 White & Asian M9 Any Other Mixed
1 White Race	WBRI	White British		3 Black Race	BAFR	Black - African		6 Mixed Race	MABL	Asian and Black	
1 White Race	WCOR	White British - Cornish		3 Black Race	BANN	Black - Angolan		6 Mixed Race	MACH	Asian and Chinese	
1 White Race	WENG	White British - English		3 Black Race	BAOF	Other Black African		6 Mixed Race	MAOE	Asian and Any Other Ethnic Group	
1 White Race	WSCO	White British - Scottish		3 Black Race	BCON	Black - Congolese		6 Mixed Race	MBCH	Black and Chinese	
1 White Race	WWEL	White British - Welsh		3 Black Race	BCRB	Black Caribbean		6 Mixed Race	MBOE	Black and Any Other Ethnic Group	
1 White Race	WOWB	White British Other		3 Black Race	BEUR	Black European		6 Mixed Race	MCOE	Chinese and Any Other Ethnic Group	
1 White Race	WIRI	White - Irish		3 Black Race	BGHA	Black - Ghanalan		6 Mixed Race	MOTH	Any Other Mixed Background	
1 White Race	WIRT	White - Traveller of Irish Heritage		3 Black Race	BNAM	Black North American		6 Mixed Race	MOTM	Other Mixed Background	
1 White Race	WEEU	White Eastern European		3 Black Race	BNGN	Black - Nigerian		6 Mixed Race	MWAI	White and Indian	
1 White Race	WEUR	White European		3 Black Race	BOTB	Other Black		6 Mixed Race	MWAO	White and Any Other Asian Background	
1 White Race	WOTW	White Other		3 Black Race	BOTH	Any Other Black Background		6 Mixed Race	MWAP	White and Pakistani	
1 White Race	WWEU	White Western European		3 Black Race	BSLN	Black - Sierra Leonean		6 Mixed Race	MWAS	White and Asian	
				3 Black Race	BSOM	Black - Somali		6 Mixed Race	MWBA	White and Black African	
				3 Black Race	BSUD	Black - Sudanese		6 Mixed Race	MWBC	White and Black Caribbean	
								6 Mixed Race	MWCH	White and Chinese	
								6 Mixed Race	MWOC	White and Any Other Ethnic Group	
								6 Other Race	OAFG	Afghan	
								6 Other Race	OARA	Arab Other	
								6 Other Race	OEGY	Egyptian	
								6 Other Race	OFIL	Filipino	
								6 Other Race	OIRN	Iranian	
								6 Other Race	OIRQ	Iraqi	
								6 Other Race	OJPN	Japanese	
								6 Other Race	OKOR	Korean	
								6 Other Race	OKRD	Kurdish	
								6 Other Race	OLAM	Latin/ South/ Central American	
								6 Other Race	OLEB	Lebanese	
								6 Other Race	OLIB	Libyan	
								6 Other Race	OMAL	Malay	
								6 Other Race	OMRC	Moroccan	
								6 Other Race	OOGG	Other Ethnic Group	
								6 Other Race	OOOT	Any Other Ethnic Group	
								6 Other Race	OPOL	Polynesian	
								6 Other Race	OTHA	Thai	
								6 Other Race	OVIE	Vietnamese	
								6 Other Race	OYEM	Yemeni	
	IC2		W9 Other White (Dark European)		IC4		A1 Indian A2 Pakistani A3 Bangladeshi A9 Other Asian		IC7		NS Not Stated
2 White Race	WALB	Albanian		4 Asian Race	AAFR	African Asian		7 Not Known Yet	NOBT	Information Not Yet Obtained	
2 White Race	WOTH	Any Other White Background		4 Asian Race	ABAN	Bangladeshi		7 Rebel Race	REFU	Refused	
2 White Race	WBOS	Bosnian- Herzegovinian		4 Asian Race	AIND	Indian					
2 White Race	WCRO	Croatian		4 Asian Race	AKAO	Kashmiri Other					
2 White Race	WGRK	Greek		4 Asian Race	AKPA	Kashmiri Pakistani					
2 White Race	WGRC	Greek Cypriot		4 Asian Race	AMPK	Mirpuri Pakistani					
2 White Race	WGRC	Greek/ Greek Cypriot		4 Asian Race	ANEP	Nepali					
2 White Race	WROM	Gypsy / Roma		4 Asian Race	AOPK	Other Pakistani					
2 White Race	WITA	Italian		4 Asian Race	AOTA	Other Asian					
2 White Race	WKOS	Kosovan		4 Asian Race	AOTH	Any Other Asian Background					
2 White Race	WPOR	Portuguese		4 Asian Race	APKN	Pakistani					
2 White Race	WSER	Serbian		4 Asian Race	ASLT	Sri Lankan Tamil					
2 White Race	WTUK	Turkish		4 Asian Race	ASNL	Sri Lankan Sinhalese					
2 White Race	WTUC	Turkish Cypriot		4 Asian Race	ASRO	Sri Lankan Other					
2 White Race	WTUR	Turkish/ Turkish Cypriot									
					IC5		O1 Chinese O9 Any Other Oriental				
				5 Chinese Race	CHCK	Hong Kong Chinese					
				5 Chinese Race	CHNE	Chinese					
				5 Chinese Race	CMAL	Malaysian Chinese					
				5 Chinese Race	COCH	Other Chinese					
				5 Chinese Race	CSNG	Singaporean Chinese					
				5 Chinese Race	CTWN	Taiwanese					