

Kent Police Race Action Plan

Strategic Overview

Building trust across Kent

Foreword

Chief Constable Tim Smith

As Chief Constable of Kent Police, I am personally committed to leading a force that serves every community in Kent with fairness, respect, and impartiality.



The Police Race Action Plan represents a vital national commitment to addressing racial disparities, rebuilding trust, and delivering better outcomes for Black communities - within policing and across the communities we protect and serve. In Kent, we are developing our local Race Action Plan in close partnership with Black residents, community leaders, and organisations to ensure it reflects the specific needs and experiences here. I want to thank everyone who took part during the consultation and development phase, and for those partners like Canterbury Christchurch University and the University of Greenwich who kindly hosted events for us.

I recognise the historical and ongoing challenges that have affected trust in policing. Through this plan, we will take tangible steps to address that in this force, improve how we use our powers, strengthen community engagement, and better protect Black victims of crime.

This is not just a strategy on paper - it is a promise to continue to listen, to learn, and to act decisively. I ask everyone in Kent Police to embrace this work with openness and determination, and I invite our communities to hold us to account as we deliver real, measurable, change together.

Michelle Bramble - Chair of Community Reference Group

As Chair of the Kent Community Reference Group, I am proud to support this plan and the commitment it represents. Our role is to ensure that the voices of Black communities and other ethnic minority groups are not only heard but are central to shaping the future of policing in Kent.



This plan is not just about operational change—it is about cultural transformation. It is about recognising the lived experiences of those who have felt over-policed, under-protected, and excluded from decision-making.

The Community Reference Group will continue to provide challenge, scrutiny and support to ensure that Kent Police delivers on its commitments. We will hold the organisation to account, and we will work collaboratively to ensure that progress is real, visible and meaningful.

Trust must be earned, and this plan is a step towards earning it.

Chief Superintendent Shaun White - Kent Police PRAP Lead

Kent Police recognises that trust is the foundation of legitimate policing. We are committed to becoming an anti-racist organisation that serves every community with fairness, dignity, and respect. The Police Race Action Plan (PRAP) sets out how we will deliver on that commitment, by addressing disproportionality, improving representation, and deepening our engagement with Black communities.



This plan builds upon the National Police Chiefs' Council (NPCC) Race Action Plan, aligning with its four national workstreams:

Culture and Workforce, Powers and Procedures, Trust and Reconciliation, and Safety and Victimisation.

Our ambition is simple: to ensure every Black person in Kent can have confidence that they will be treated fairly, and that Black officers and staff can thrive within our organisation.

Introduction

Kent Police's role is clear: we must solve crime and catch criminals; support and protect victims; and provide a high-quality service with absolute integrity. We can only achieve that with the trust and confidence of *all* Kent's communities.

The Kent Police Race Action Plan describes how the force will ensure that it is trusted, representative of the communities we serve, and how Black communities in particular receive fair and equitable treatment. Data highlights that there is disproportionality in the Criminal Justice System and we are fully committed to working with our communities and partners to understand the causes behind this and addressing them collaboratively.

This plan builds on national commitments and is shaped by local insight, data, and feedback from communities across Kent.

We will monitor its progress through a local delivery plan and the national Maturity Matrix. We will report on progress to the PRAP Community Reference Group, ensuring transparency, accountability, and continuous learning.

Context

Kent's population is becoming increasingly diverse, yet this diversity is not yet reflected in our workforce.

As of 2025, only 0.3% of police officers identify as Black, compared with 3.1% of Kent's population. This underrepresentation contributes to trust challenges and affects legitimacy.

Operational data also highlights areas where outcomes differ for Black people. Between January and June 2025, 427 Black or Black British individuals were stopped and searched, compared to 3,282 White individuals. While less than 10% of all stops involved Black people, the rate per 1,000 population shows Black residents are 2.5 times more likely to be stopped than White residents.

This plan directly addresses these disparities through actions focused on culture, fairness, trust and protection.

Kent Police is committed to creating an anti-racist police service that is trusted by Black communities, fair to all, and representative of the people it serves. This plan aligns fully with the national Police Race Action Plan (PRAP) and focuses on tangible change across four key workstreams:

Culture & Workforce

Powers & Procedures

Trust & Reconciliation

Safety & Victimisation

These workstreams reflect the areas where we must see lasting progress to deliver fair and equitable policing in Kent.

Workstream 1: Culture and workforce

A police service that is fair, inclusive and representative of Black people and supports its Black officers, staff, volunteers and communities. We will strengthen internal culture, ensuring that Kent Police is a place where Black officers and staff are recruited, retained, and supported to thrive. We will measure and report annually on workforce representation and inclusion, ensuring alignment with the national Maturity Matrix.

- We will be a fair and representative organisation for Black people
- We will successfully progress Black colleagues' careers
- We will have a positive and inclusive workplace culture for Black people

Workstream 2: Powers and procedures

A police service that is fair, respectful and equitable in its actions towards Black people.

Kent Police recognises that fair and respectful use of powers is central to legitimacy.

Between January and June 2025, 427 Black or Black British people were stopped and searched, compared to 3,282 White individuals. Numerically this represents less than 10% of all stops, but proportionately, Black residents remain 2.5 times more likely to be stopped than White residents.

Kent Police will strengthen fairness and accountability by ensuring trauma-informed scrutiny panels include Black-led community organisations and practitioners, and that officers receive individualised feedback on stop and search performance to drive behavioural change.

- Ensure our approach to investigation does not disproportionately criminalise Black people
- Use police powers appropriately and proportionately
- Understand what our application of police powers feels like for Black people

Workstream 3: Trust and reconciliation

A police service shaped by and accountable to Black communities, with community engagement and independent scrutiny.

- We aim to understand and repair community harm and trauma
- We will be transparent and open to scrutiny from Black communities
- We will listen and respond to Black communities
- We will increase understanding of Black people's experience of policing on the street

Workstream 4: Safety and Victimisation

A police service that protects Black people from crime and seeks justice for Black victims.

Kent Police will work with communities and partners to ensure equitable protection from harm and consistent access to justice.

We will implement community-led victim support audits to understand and improve services for Black victims and measure satisfaction and outcomes by ethnicity.

Learning from Custody Scrutiny Panels will be used to inform operational practice, training and policies to ensure fair treatment of Black detainees.

Crime risk data will inform where resources are targeted, ensuring we proactively protect those at highest risk.

- We will increase our understanding of how we protect Black people from harm
- We will review our responses when harm has occurred to reflect the needs of Black people
- We will lead change

Intersectionality

Kent Police recognises that experiences of policing, victimisation and harm are shaped by how race intersects with other protected characteristics and lived experiences, and that these intersections can influence outcomes, trust and confidence.

Through the Police Race Action Plan, Kent Police will proactively identify and understand these intersections and use that insight to inform activity across all PRAP workstreams. This includes a particular emphasis on understanding and reflecting the experiences of Black women and girls, including where they are affected by Violence Against Women and Girls.

PRAP will ensure that the voices, experiences and learning arising from these intersections are captured and shared in line with the [Tackling Violence against Women and Girls \(VAWG\) | Kent Police](#) section of the Public Protection Strategy, which has been developed with women and girls across Kent communities. This insight will be used to strengthen oversight, inform delivery and support and continuous improvement of public protection arrangements.

Governance, Oversight and Accountability

- Chief Constable: Overall accountability.
- Deputy Chief Constable: Chairs Diversity & Inclusion Board overseeing PRAP delivery.
- Strategic Lead (Assistant Chief Constable): Oversees coordination across workstreams and other strategies
- Community Reference Group (CRG): Includes external members with lived experience and co-authors reports.

Measuring Progress – The Maturity Matrix

Kent Police will use the national PRAP Maturity Matrix to assess progress, benchmark improvement, and demonstrate delivery against outcomes for Black communities.

This includes both quantitative measures (e.g. representation, disproportionality, victim satisfaction) and qualitative evidence (e.g. staff experience, community sentiment, lived experience feedback).

Independent community reviewers will co-assess progress to ensure transparency and legitimacy.

Kent Police will publish a Maturity Matrix self-assessment by September 2026 to evidence impact across all 14 national standards.

Conclusion

This plan reaffirms Kent Police's commitment to being an anti-racist, fair and inclusive service that protects and represents all of Kent's communities.

Through partnership, accountability and continued learning, we will ensure policing in Kent delivers safety, fairness and justice for everyone.