

Police Race Action Plan (PRAP) and Code of Ethics training session

An in-person training session to upskill the workforce on the Police Race Action Plan (PRAP) and Code of Ethics.

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Key details

Stage of practice	Untested
Purpose	Organisational
Topic	Diversity, equality and inclusion (DEI) Ethics and values Training and professional development
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Region	Eastern
Partners	Police
Stage of implementation	The practice is implemented.
Start date	February 2025

Key details

Scale of initiative	Regional
Target group	Communities Race/ethnicity Victims Workforce

Aim

The aim of the training session is to:

- build trust and transparency between the forces and the Black community by addressing historical mistrust
- promote cultural change through immersive and community-informed learning
- support the forces' understanding of the PRAP and the impact of disproportionality in policing outcomes
- align attitudes, behaviours, and decision-making with the Code of Ethics and PRAP principles
- equip the workforce to apply their learning to real-world scenarios and identify methods to reduce disproportionality

Intended outcome

The intended outcomes of the training session are to:

- improve the workforce's understanding of the historical mistrust between the Black community and police
- improve the forces' understanding of data showing disparities in policing outcomes and the consequences
- improve the forces' ability to engage with diverse communities respectfully and inclusively
- encourage the workforce to reflect and align their behaviours with the Code of Ethics and PRAP principles
- reduce disproportionality and improve trust and confidence in policing
- foster a culture of fairness, transparency, and accountability across both forces

Description

Essex Police, in collaboration with Kent Police have developed an in-person training session on PRAP and the historical relationship between policing and the Black community. The need for a training session was identified as part of both forces' commitment to the PRAP and identifying a gap in the workforce's knowledge of the historical context in the breakdown in relationships between policing and the Black community. The training session is available to whole workforce and was launched across both forces at the same time.

The training session was developed using the College of Policing's one-hour e-learning module on PRAP. To provide context PRAP both forces consulted with the Black community to gain their perspective and to show a commitment towards implementing meaningful cultural change.

The four-hour training session is delivered by the Learning and Development Team, and the contents of the session includes:

- Community focused design – developed in partnership with the Black community, the session incorporate lived experiences of policing to ensure relevance and authenticity.
- Historical context and disproportionality – the session explores key historical events that have contributed to mistrust between police and the Black community. During the session participants are also encouraged to examine data evidencing disproportionality in policing outcomes.
- National and local action – participants are introduced to the five commitments of PRAP as well as national and local activities.
- Interactive learning – the session includes facilitated group discussions using real-world scenarios. These exercises encourage workforce to apply their learning, challenge assumptions, and explore innovative approaches to issues affecting the Black community inside and outside of policing.
- Ethical reflection – the session provides an opportunity for personal reflection, enabling participants to consider how their attitudes, behaviours, and decision-making align with the Code of Ethics and the principles of the PRAP.

All officers and staff are expected to have attended the training session by the end of 2025. Officers and staff who are unable to attend a session are included in mop up sessions delivered by the Learning and Development Team to ensure maximum exposure to the training across both forces.

It was agreed at chief officer level that this training should be face-to-face, rather than online or e-learning, to ensure full participation and discussion in groups with others. The only cost to the organisation is that of resourcing the facilitators of the training sessions and the operational time of officers and staff attending the training.

Evaluation

An evaluation began in May 2025 and is being led by Essex Police and Kent Police. The purpose of the evaluation is to understand the impact of the session and ensure that both forces are committed to meaningful cultural change.

After each training session all participants are invited to complete a short evaluation survey. The feedback assesses:

- participants understanding of PRAP and the Code of Ethics
- the relevance and impact of the training session
- any changes or improvements that can be made to the training session

Overall impact

- to date over 80% of the workforce have attended a training session
- feedback from those who have undertaken the training reported an increased awareness and understanding of the challenges faced by the Black community
- officers have also reported a better understanding and awareness of disproportionality in the use of police powers, the impact this has on the Black community
- the training session represents a significant step in both forces' commitment to building trust, improving transparency, and fostering a culture of fairness and inclusion

Learning

What went well

- team collaboration – participants welcomed the opportunity to work together, develop new skills, and build professional relationships
- confidence building – the majority of the trainers were new to delivery training and gained valuable experience from the sessions

- adaptability – the trainers have been transparent about their previous experiences which has helped to build rapport with participants

Challenges

- no equality impact assessment (EIA) was conducted, despite the sensitive nature of the content
- trainers and attendees were often unclear on the purpose and scope of the training, trainers were also not copied into planning communications
- it is essential to have clear outcomes and objectives from the senior leadership team
- training often felt rushed and lacked proper project management principles (milestones, timelines)
- by combining the PRAP and Code of Ethics training into one session there is a risk of diluting the impact of both strategies
- a lack of support from the resource management unit led to scheduling conflicts and missed sessions
- there is no formal method to assess knowledge, understanding, or behavioural change
- there are no clear metrics to evaluate the impact of the training

Recommendations

- it is recommended that training commissioning meetings are held to establish the demand and resource parameters
- apply structured project management with clear phases, governance, and stakeholder engagement
- ensure the Senior Leadership Team defines and communicates the purpose and desired outcomes
- clearly assign responsibility for ongoing support, updates, and administration to appropriate departments such as learning and development and the diversity and inclusion team

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