



**Philip Secombe
Police and Crime
Commissioner
for Warwickshire**

Decision Application WPC20088

CONTRIBUTION TO THE STEPHEN LAWRENCE BURSARY

Application Date:	14 August 2019	Name of Applicant:	Philip Secombe
Application Decision Reference: WPC20088			
1. Summary of the application			
<p>The Stephen Lawrence Bursary supports Black, Asian and Mixed Ethnicity (BAME) police officers and staff participating in short-term study programmes in the United States.</p>			
2. Background information:			
<p>The proposed Bursary would enable selected BAME officers and staff to develop professionally and contribute more effectively to their communities. The award winner would involve themselves within their host community to foster good race relationships, undertake research and produce a report based upon their area of study that would be useful to the National Black Police Association (NBPA). Their findings would be presented to the NPCC Race Religion and Belief Group and made available in the College of Policing's library. There are plans to link this Bursary to the US-UK Fulbright Commissioning which would link it to their awards programme for research based in the US (see attached for further details of Fulbright Police Fellowship). The Fulbright Commission would cover costs involved in their international scholarship programme for awardees to be sent across the Atlantic.</p> <p>The Bursary launch is planned for 2020 with promotion starting towards the end of 2019 and the first scholar going across to the US in 2021-22. The programme will be reviewed after 2 years.</p> <p>Total costs of running the Bursary Programme over 4 years are £60,000 to £72,000 (£15,000 to £18,000 p.a.). If every force area was to contribute this would equate to a maximum contribution of £1400 to £1700 for the 4 years. The NBPA has a separate account for bursaries and would administer the funds.</p>			

3. Whether additional information/report is attached to support this decision application

YES

List of additional information/report

- a) Details of Fulbright Police Fellowships
- b) APCC circulation GR223/2019 – Proposed Stephen Lawrence Bursary.
- c) Email from APCC and National Black Police Association dated 2.8.19.

4. Expected benefits (non-financial)

Would promote equality and diversity across UK policing by identifying good practice and learning from the research conducted during the secondment which will benefit policing in the UK.

Significant personal development for the successful secondee.

5. Impact of not approving the application

A BAME officer or police staff member from the police service in UK would not benefit from the proposed bursary.

6. Costs

Revenue: £1,400 contribution to cover a four year period for the bursary period

Capital:

7. Savings:

None

8. Equality and Diversity Implications:

See section 10.

9. Treasurer's comments

The contribution towards the costs of this bursary programme can be met from within the existing 2020/21 PCC budget.

10. Legal/Monitoring Officer comments

The PCC has a duty to promote equality and diversity within the police service and the community he serves.

Although a national bursary the output from the secondees studies will benefit policing across the UK and any positive impacts or influence of this will be felt within Warwickshire.

Presenting a BAME officer or police staff member in whatever force such an opportunity will help to promote equality and diversity within the police service as a whole.

Decision of the Police and Crime Commissioner

Agreed to support.

PCC Signature:

A handwritten signature in black ink, appearing to read "Paul Jenkinson".

Date of Decision: 28th April 2020