

## **Police Investigation of Racially Motivated Crimes Dossier**

This dossier gives an insight into how the British police force failed to investigate the racist murder of Stephen Lawrence. On 22nd April 1993 the 18 year old black teenager was murdered in Eltham, South-East London. Police were severely criticized for their conduct during this murder investigation which resulted in no one being prosecuted for the murder until 2012. Only due to the parents of Stephen Lawrence and the huge public pressure which formed around this case that it led to an in-depth inquiry into the misconduct and institutional racism of the police force; the so called The Macpherson Report. This inquiry resulted in the police acknowledging their faults and flaws and accepting seventy recommendations to improve their future services and to work towards ending institutional racism.

### **Institutional Racism as defined in the Macpherson Report:**

“The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.”

## The Murder of Stephen Lawrence

Eighteen year old Stephen Lawrence was killed in an unprovoked racist attack whilst waiting for a bus home with a friend (Duwayne Brooks) in Eltham, South East London. Witnesses state how he was attacked by a group of five white males who ran over towards Lawrence and Brooks shouting racist comments. Stephen was stabbed and left in a fatal position. The first officers to arrive at the crime scene did not administer first aid to Stephen Lawrence. Those officers also behaved insensitively and racially stereotyping Stephen due to his ethnicity. Both Lawrence and Brooks were not treated as victims of an attack. The Family Liaison officers who were in contact with the parents of Stephen Lawrence were unprofessional and insensitive. Suspects had been arrested but could not be maintained as evidence was inappropriately handled. During further investigation the family was kept in the dark about the cases progression. Due to the pressure from the family and the anti-racist institutions an inquiry was initiated in 1999 by Mr Macpherson. Only in 2012 two of the original suspects were convicted for the murder.

## The Macpherson Report

Due to public pressure an inquiry into the murder of Stephen Lawrence was agreed in 1997. Sir William Macpherson, retired high court judge led this inquiry into the conduct of the police during this murder investigation. An extensive report which is known to be The Macpherson Report analyses institutional and individual behaviour of the police during the murder investigation of Stephen Lawrence. This report criticises the Metropolitan Police (Police force in London) and concludes that the police did not carry out the investigation in an appropriate manner. The report labels the Metropolitan police force to be institutionally racist.

‘The landmark inquiry by Sir William Macpherson into the murder of Stephen Lawrence marked a crossroads for the police service in terms of how they dealt with racism within their own ranks, as well as their treatment of the public.’

*Jason Bennetto*

The Report, which was published in 1999, highlights the Metropolitan Police’s key areas of failure during the investigation:

- The first officers to arrive at the crime scene did not administer first aid to Stephen Lawrence.
- They were also accused of being insensitive and racially stereotyping Stephen due to his ethnicity.
- Key witnesses of the incident such as Stephen’s friend (Duwayne Brooks) who was with Stephen when he was murdered was not treated appropriately as a victim.
- Liaison officers were unprofessional, unhelpful and insensitive towards the victim’s family following the murder.
- During the investigation racially offensive language was used by some of the police officers when speaking about the victim.
- The police did not inform the Lawrence’s about the cases progression.
- Even though there were grounds for the suspects to be arrested due to many informants naming the same suspects, the police did not arrest them, allowing vital evidence to be destroyed.

- The surveillance on the suspects was unorganized and did not result in any progression.
- The police searches of the suspects' houses were not thoroughly carried out. The police had received hints where the suspects hid their knives which were not followed up.
- Contrary to evidence given by key witnesses the officers in charge refused to accept the crime was racially motivated or even consider it a possibility.

## **The Recommendations**

The Macpherson Report published 70 Recommendations for the police service based on the issues and misconduct demonstrated in the report. Those recommendations have been implemented over the past twelve years and have achieved major progress with regards to equal treatment of Black and Minority Ethnic (BME) communities. While British civil society organisations and BME communities see the achievements made so far they call upon the police forces to not become complacent and continue to strive towards ending institutional racism within the police force.

This Dossier focuses on six of the recommendation areas of particular relevance for Germany. Within these six areas the dossier looks into the ways the Police have aimed to implement the recommendations into their service. You will also find material about implementation measures and improvements made within the police since 1999.

### **1. Openness, Accountability and the Restoration of Confidence**

Failures by the police in cases such as the murder of Stephen Lawrence have led many black and minority ethnic communities to lose confidence in the police force. This set of recommendations was formulated to earn back trust and confidence in the police.

#### *Macpherson Report Recommendations*

##### *No.5*

**That principles and standards similar [...] be applied to inspections of Police Services, in order to improve standards of achievement and quality of policing through regular inspection, public reporting, and informed independent advice.**

##### *No. 11*

**That the full force of the Race Relations legislation should apply to all police officers and that Chief Officers of Police should be made vicariously liable for the acts and omissions of their officers relevant to that legislation.**

The Metropolitan Police have developed methods and ideas to encourage Diversity and Equality within society. They have done this by creating an equality and diversity strategy, equality objectives, equality information, community engagement and undertaking consultations.

Since the Macpherson report the officers who are involved in tackling hate crime are now given specific training to handle Hate Crime Investigations so they are able to respond appropriately to the situation. If the Hate Crime is very dangerous each individual borough is supporting by the 'Pro-active squad', this squad specialises in this area. The definition of hate crime has developed also and now includes not just racial abuse but also disability abuse, elderly abuse, homophobia and transphobia, this means more people are protected under the term 'Hate Crime.'

With the amendment of the Race Relations Act 2000 (amended) the legislation covers public bodies which include the police.

It is now possible for the community to take part in community impact assessments, these now important for the police when making decisions as they try to keep in line with the assessment outcome.

## **2. Family Liaison and Witnesses**

During the investigation into the murder of Stephen Lawrence there is evidence to suggest that the Liaison officers did not keep the family informed on the progression of the case nor did they build a positive and supportive relationship with the family. This meant that the Lawrence family was kept in the dark about the progression of the investigation. It would have been vital for the family liaison officers to build up a sound communication with the parents of the victim in order to gather crucial information for the investigation. Measures taken by the police forces can be accessed by clicking on the recommendations below.

In 2008/2009 the House of Commons undertook a ten year review on the Macpherson Report in which it claims that now with Britain's improved family liaison officers their homicide detection rate is at 90%, the Home Office have described this as the 'highest of any large city in the world.'

### *The Macpherson Report Recommendations*

#### *No.23*

**That Police Services should ensure that at local level there are readily available designated and trained Family Liaison Officers.**

#### *No.24*

**That training of Family Liaison Officers must include training in racism awareness and cultural diversity, so that families (*of victims*) are treated appropriately, professionally, with respect and according to their needs.**

Since the report in 1999 there has been a lot of focus on improving the training of Family Liaison Officers (FLO's). FLO's are being trained more thoroughly to make relationships with the family they are working with and how to support them appropriately. Whilst at the same time ensuring the information between the family and investigating team runs smoothly.

The Metropolitan police website indicates that there is now over 1000 fully trained FLO's in the Metropolitan Police Service as well as 163 coordinators to make sure that training for the FLO's is maintained.

The National Policing Improvement Agency (NPIA) Family Liaison Officer Guide 2008 in

Section 1: The role of the Family Liaison Coordinator under the subtitle 'Strategic Support' states how a Family Liaison Coordinator should support the senior investigating officers with regards to making use of 'skills of a particular FLO in terms of culture, lifestyle diversity, knowledge or experience base.'

The same guide states that after the training of a Family Liaison Officer the student must be able to 'Outline the potential issues in relation to ethnicity, culture and lifestyle diversity when dealing with a bereaved family e.g. death rites and funerals.'

Section 4: 'Selection and Deployment' of this guide outlines that a FLO with specialist skills or qualities may be required (having received the appropriate additional training) in particular cases when investigating the murder of a child, in a split or extended family, in communicating with minority ethnic victim, gay, lesbian, or bisexual victim, non-English speaking family, vulnerable or intimidated witnesses.

Under the subtitle 'Independent Advisory Groups' of the same section it states how it is important in the event that the 'family liaison has been ineffective' that it would be beneficial to set up an advisory group. If an independent advisory group was to be set up then the group should be as diverse as society. The group's members could include Racial Equality Council members, religious leaders, minority and community interest group representatives or family members in previous cases.

In Section 7: Family Liaison in Mass Fatality Incidents under the subtitle 'Operating Protocols' it describes how important it is that if the family of the victim are from a 'minority group or particular lifestyle diversity' then the FLO for this family should have experience/knowledge in that area of society. Following this point the document states that in the event of an incident such as a terrorist attack when a minority community has been affected, it is important that before a family liaison strategy is written up, advice is sought from an advocate in that area 'so that it reflects the needs of the communities at that time'.

Appendix 6: 'Support Agencies' under the subtitle 'Additional Support' suggests that 'in cases where the victim is from a minority ethnic community, from a diverse lifestyle background or a hard-to-reach or hard-to-hear group, it is particularly important that the FLO makes proactive use of local community contacts to guide, advice and support the family liaison as appropriate.'

This reflects an increased sensitivity to help the service head in the right direction to respond to Britain's diverse society.

As described on the Metropolitan Police website, family liaison officers have become more professional as they have been specifically trained to build up relationships with families of victims. This helps support them and ensures the flow of information run smoothly between the family and the investigating team.

***The Macpherson Report  
Recommendations***

***No. 27***

**[...] any request made by the family of a victim which is not acceded to, and any complaint by any member of the family, shall be formally recorded by the Senior Investigating Officer (SIO) and shall be reported to the immediate superior officer.**

***No.29***

**That Police Services should together with the Home Office develop guidelines as to the handling of victims and witnesses, particularly in the field of racist incidents and crimes. The Victim's Charter to be reviewed in this context.**

The National Policing Improvement Agency (NPIA) Family Liaison Officer Guide 2008 has a separate chapter on 'Record Keeping'. It indicates FLO's must keep a log with all contact with the family/next of kin/other members connected with family. This log should be checked by a senior investigating officer. The guide reassures the importance in record keeping. It also states that when a FLO becomes aware of a sensitive issue they should bring it to the attention of the investigation.

In March 2011 the Ministry of Justice published the 'Vulnerable and Intimidated Witnesses. A Police Service Guide' which reflects upon cultural diversity in dealing with witnesses.

In Section 6 of the Victims Charter 2006 there is particular reference to people that are adversely affected by crime. They need to be 'treated with courtesy, respect and dignity by investigating agencies, prosecuting agencies and victims' services agencies.' They have to take into account and be responsive to the particular needs of persons such as race or indigenous background; sex or gender identity; cultural or linguistic diversity; sexual orientation; disability; religion; age.

### 3. Recruitment and Employment

The investigation into the murder of Stephen Lawrence raised the question of whether racism existed within the police force, the Macpherson report confirmed this suspicion. One of Macpherson's recommendations was to visibly increase the recruitment of Black and Minority Ethnic (BME) people in the police force. Succeeding an increased number of BME staff would reflect Britain's diverse society and would be in the position to offer sensitivity to the cultural needs of the people. This will enable better communication and would demonstrate a more dynamic service.

The Metropolitan police (London Police force) states on their website that they aim to have a work force which directly reflects London's diverse population. They would like to continue to increase the number of officers from a Black and Minority Ethnic (BME) background. Since the Macpherson Report was published in 1999 the Metropolitan Police have achieved three and a half times more BME officers in its workforce than they had previously. The number of police community support officers (PCSO's) from a BME background has also increased. In 2009 30% of PCSO's were from a BME background. There has also been attention on BME officer's progression in the work force by undertaking initiatives such as 'Equip to achieve'. The Metropolitan Police states on their website that this increasing diversity in the police does not just benefit itself but also the whole population of London.

#### ***The Macpherson Report Recommendations***

***No. 7***

**That the Home Secretary and Police Authorities should seek to ensure that the membership of police authorities reflects so far as possible the cultural and ethnic mix of the communities which those authorities serve.**

#### ***The Macpherson Report Recommendations***

***No. 48***

**That there should be an immediate review and revision of racism awareness training within Police Services to ensure: [...]  
b. that training courses are designed and delivered in order to develop the full understanding that good community relations are essential to good policing and that a racist officer is an incompetent officer.**

In 2003 on the BBC there was a programme called 'The Secret Policeman'. An undercover journalist began working as a policeman; he recorded police officers' behaviour that highlighted how racist the police force was in Britain. This embarrassed the British Police force in such a way that it further tried to repair its reputation and improve its behaviour. The Commission for Racial Equality (CRE) made a further 125 recommendations for

the police force additional to Macpherson's own recommendations. Subsequently national training was set up for officers. Upon entry to the service there is now improved selection of officers with race and diversity training as recommended by the CRE. There are also revised training programmes available for trainers.

Dr Stone, who was part of the Macpherson inquiry team, watched and listened to the conduct of the officers who ran the Professionalising Investigation Programme (PIP) which offers in-service training to the Metropolitan Police. He is now confident that the incompetence that was highlighted in the Lawrence case is prevented by these kinds of courses. PIP trains officers through three levels of competence; each level has to be achieved in order to progress to the next. According the City of London Police - Equality, Diversity and Human Rights

Strategy 2010-2012 training in equality, diversity and human rights is compulsory for all staff and police officers in the force.

***The Macpherson Report  
Recommendations***

***No. 53***

**That there should be independent and regular monitoring of training within all Police Services to test both implementation and achievement of such training.**

There are a number of reports published evaluating the police service's progression after the Macpherson Report. Those reports can be found in the Background Material.

Also, the Introduction of the National Policing Improvement Agency (NPIA) which acts as the central institution for the police force, encourages improvements and aims at maintaining a high standard in the police force.

However, there seems to be still room for improvement but the right steps forward have begun.

The 'Guidance on police and unsatisfactory performance and misconduct procedures' circulated by the Home Office to the police forces was published in 2008. In chapter one of the document there is a section on Standards of Professional Behaviour which contains a specific paragraph on how police officers should behave with regards to Equality and Diversity (p. 12). It outlines that such clear guidelines makes people aware of what is and what is not acceptable behaviour from a police officer. It is indicated that any breach of the guidelines could lead to disciplinary procedures and in the more serious cases even dismissal. In chapter two benchmarks for disciplinary procedures are outlined.

***The Macpherson Report Recommendations***

***No. 55***

**That the changes to Police Disciplinary and Complaints procedures proposed by the Home Secretary should be fully implemented and closely and publicly monitored as to their effectiveness.**

***No. 57***

**That the Police Services should through the implementation of a Code of Conduct or otherwise ensure that racist words or acts proved to have been spoken or done by police officers should lead to disciplinary proceedings and that it should be understood that such conduct should usually merit dismissal.**

Since the inquiry was published in 1999 disciplinary procedures for alleged racist officers have improved which is an important step forward. Jason Bennetto from the Equality and Human Rights Commission believed that the discipline for alleged racist police officers has become more straightforward and organised than it has been previously. However, no statistics are available.



*The Macpherson Report Recommendations*

*No. 58*

**That the Home Secretary, taking into account the strong expression of public perception in this regard, consider what steps can and should be taken to ensure that serious complaints against police officers are independently investigated. Investigation of police officers by their own or another Police Service is widely regarded as unjust, and does not inspire public confidence.**

The Police Complaints Authority (PCA) was replaced by the Independent Police Complaints Commission (IPCC) after the report was published in 1999 due to this recommendation. This new Commission appears to be truly independent from the police and seems to have increased the confidence in people to file complaints.

However critical voices outline that the IPCC only looks on the part of the police and does not actively consider the view of the complainant.

An example illustrating the improvements made within the police forces through the monitoring of the IPCC is that statistics in one region of the UK showed higher figures than in other areas of the country with regards to stop and search. The IPCC made use of its mandate and pressured the respective police service to act resulting in a decrease of 70% in stop and searches.

*The Macpherson Report Recommendations*

*No. 64*

**That the Home Secretary and Police Authorities' policing plans should include targets for recruitment, progression and retention of minority ethnic staff. Police Authorities to report progress to the Home Secretary annually. Such reports to be published.**

The Home Office set a target to achieve 7% of the countries officers to be from a black or ethnic minority background (BME) by 2009. The House of Commons Report 'The Macpherson Report, 10 Years On' states that by the end of 2008 the percentage of BME officers had risen from 2% to 4.1%. However, there was a recruitment rate of 7% for police officers from BME backgrounds within the country and nearly 20% at the Metropolitan Police.

As the British Police forces have an extensive monitoring system thus they are in the position to know how many BME police officers are in higher positions and how long police officers remain in the services. Those figures indicate that are significantly less BME police officers in the higher ranks of the service than those who are not from BME background. Likewise figures indicate that BME officers do serve shorter periods than their non BME counterparts. Both these examples indicate that there are still equality issues that need to be tackled.

#### 4. Recording and Reporting Racist Incidents of Crime

##### *The Macpherson Report Recommendations*

###### *No. 13*

**That the term "racist incident" must be understood to include crimes and non-crimes in policing terms. Both must be reported, recorded and investigated with equal commitment.**

In the mission to combat racism within society one of Macpherson Recommendations was to make it easier and more accessible to report racist crimes. Services should be provided for people to easily report racist incidents twenty four hours a day, seven days a week and not just in police stations as this may deter some people. Also, the Crown Prosecution and the police need to improve their system of recording racist crimes. If a specific crime might be racially motivated this needs to be included in the records from the start and retained in the system for future reference.

The aim in Britain was for the Macpherson definition of a racist incident to be adopted by the police, the local government and any other relevant agencies based on the experience of the Stephen Lawrence case. This recommendation is so police awareness is raised to all forms of possible motivation behind crimes or non-crimes. This will help police during their investigations.

The Macpherson Report defined a racist incident as "any incident which is perceived to be racist by the victim or any other person".

##### *The Macpherson Report Recommendations*

###### *No. 16*

**That all possible steps should be taken by Police Services at local level in consultation with local Government and other agencies and local communities to encourage the reporting of racist incidents and crimes. [...]**

###### *No. 21*

**That the MPS (Metropolitan Police) review their procedures for the recording and retention of information in relation to incidents and crimes, to ensure that adequate records are made by individual officers and specialist units in relation to their functions, and that strict rules require the retention of all such records as long as an investigation remains open.**

After the Macpherson report the Metropolitan Police introduced Police Community Support Officers (PSCO's). They are a way of engaging with local communities and are a reassuring presence. This has helped build up trust of the communities and the police. This will hopefully lead to more racist crimes being reported to the police.

The Metropolitan Police created Independent Advisory Groups which consist of community representatives. These representatives meet with the police service and are able to give the community perspective on some of the local policing issues as well as give the police feedback on existing policing matters. They can vary from a specific incident which occurred within the community to local policing policies. These advisory committees facilitate to channel concerns of individuals without them having direct contact with the police.

After the Macpherson report the Metropolitan Police introduced Neighbourhood Policing in London. Such policing is done by regular police officers and community support officers that aim to handle community problems. In this context again it

is hoped that racially motivated crimes are directly reported to the police.

Such measures have helped to increase the detection rate of racist crimes from 19% in 2002/2003 to 40% in 2008.

The Standard Operating Procedures for Hate Crime are published by the Metropolitan Police (MET) in its 4<sup>th</sup> version provide guidance on how the police should respond and outlines investigating standards.

Information is now recorded on Crime Recording Information System (CRIS) and Crime Intelligence (CrimInt) systems. This report states how data standards are under constant review. The Violence Crime Directorate Community Safety Unit (CSU) Service Delivery Team work on quality assuring Hate Crime investigations and provide feedback from these investigations to the CSU managers. The MPS (Metropolitan Police Service) Crime Recording Oversight Group makes sure that the Operational Command Units (OCUs) are in line with the National Crime Reporting Standard (NCRS) and recording standards.

The MET also provides guidance on how to record hate crime incidents.

The Holmes IT system records enquiry information and offers guidance and information on how to handle and how to dispose of 'working notes' made by officers and staff during the investigation. The National Policing Improvement Agency (NPIA) provides an introduction into its use on its website.

The Criminal Proceedings Investigations Act 1996 governs the retention of prosecution case papers. The MPS's own policy states that in normal circumstances papers should be retained for six years. In more serious crimes such as outstanding murder, sexual offences etc papers are retained for a longer period.

## 5. Stop and Search

Stop and Search is in various European countries over-proportionally targeting persons of colour. Such ethnic profiling in police checks at train stations, airports or in the streets can amount to institutional racism. In the Macpherson Report a number of recommendations do focus on this practice.

Recommendations below from the Macpherson Report are relevant for the German context. If this topic is of interest to you please refer also to the Dossier 'Ethnic Profiling' on this website.

The Home Office provides information on its website with regards to Stop and Search. It includes information on 'What happens if I'm stopped and searched?', 'What information will I need to provide?' and 'Can I complain about being stopped and searched?'

The Human Rights Commission of the UK has published a report on stop and search practices in the UK and offers recommendations from a human rights perspective.

*'Ethnic profiling' is a form of institutional racism, whereby the police use ascribed characteristics (such as skin colour, ethnicity, religion, ancestry or language) in a discriminatory manner as the basis for arbitrary identity checks and searches.*

### *The Macpherson Report Recommendations*

#### *No. 61*

**That the Home Secretary, in consultation with Police Services, should ensure that a record is made by police officers of all "stops" and "stops and searches" made under any legislative provision (not just the Police and Criminal Evidence Act). Non-statutory or so called "voluntary" stops must also be recorded. The record to include the reason for the stop, the outcome, and the self-defined ethnic identity of the person stopped. A copy of the record shall be given to the person stopped.**

#### *No. 62*

**That these records should be monitored and analysed by Police Services and Police Authorities, and reviewed by HMIC (Her Majesty's Inspectorate of Constabulary) on inspections. The information and analysis should be published.**

#### *No. 63*

**That Police Authorities be given the duty to undertake publicity campaigns to ensure that the public is aware of "stop and search" provisions and the right to receive a record in all circumstances.**

To try and reduce stop and search of BME people the Metropolitan Police has continued to compare these statistics across the London Boroughs. This facilitates transparency and accountability towards the public. Workshops and training on appropriate stop and search procedures are offered to police officers. When a person is stopped they are allowed to have the full record from their stop and search, however they must either go to the police station or retrieve it electronically. This full record includes information about the ethnicity of the stopped person, the objective of the search, the grounds for the search, the identity of the officer carrying out the stop and search, the date, time and place.

The stop and search site of the Home Office looks into stop and searches conducted by the police force in the UK. There is also information available here on the reason for these stop and searches, the ethnicity of the person stopped and searched and finally the number of arrests which have come from these searches. These statistics are based on information that has been given to the home office by police forces in England and Wales since 2009/2010.

On this website there is a specific section on the Ethnicity of the person being searched, it states that if a police officer stops a person they have to define their ethnicity, this helps monitor stop and searches further. The Home Office states that under Section 1 (This section allows the police to search persons and/or vehicles for items such as stolen goods, weapons, controlled drugs or suspicion that the person is involved in terrorism) of PACE (Police and Criminal Evidence Act) a large majority of stops and searches were conducted by the MPS which has had a significant effect on the statistics for England and Wales. Not including statistics of stop and searches by the Metropolitan Police Service the majority of people being searched under section 1 in England and Wales were white (84%), followed by a much lower proportion being Asian (6%) or Black (4%). This number is very different regarding the persons stopped and search under section 1 by the metropolitan police- 43% of these people defined their ethnicity as white, 30% as black and 16 % as Asian. The Home Office has published on this website that the Metropolitan Police Service conducted 52% of their stop and searches on people from minority ethnic groups compared to a much lower percentage (13%) across all other forces. However this may be able to be explained to some extent by the high minority ethnic populations within the area of the Metropolitan Police Service area (London area). However only 9% of these stop and searches under Section 1 in 2010/11 actual resulted in an arrest. However within this percentage there is little difference between the proportions across the different ethnic groups, for example 7% defined themselves as Asian and 11% as Chinese or Other.

## 6. Investigation and Prosecution of Racist Crimes

The investigation into the murder of Stephen Lawrence appeared to be mishandled from the beginning. During the investigation the police were refusing to acknowledge it was an unprovoked racist attack even though witness's pleaded to the contrary. The refusal of the police to see other options meant they missed key opportunities throughout the investigation. In the Stephen Lawrence case the prosecution of his murders did not happen until 2012, nearly nineteen years after his death.

### *The Macpherson Report Recommendations*

#### *No. 34*

**That Police Services and the CPS (Crown Prosecution Service) should ensure that particular care is taken at all stages of prosecution to recognise and to include reference to any evidence of racist motivation. In particular it should be the duty of the CPS to ensure that such evidence is referred to both at trial and in the sentencing process [...].**

#### *No.36*

**That the CPS (Crown Prosecution Service) should have the positive duty always to notify a victim and victim's family personally of a decision to discontinue, particularly in cases of racist crime, with speed and sensitivity.**

An example of improvement in police conduct in an event of a racist attack is a case very similar to the Stephen Lawrence case, the murder of Anthony Walker in 2005. The police did not hesitate like they did with Stephens's case to label it a racist attack. The murderers were found guilty that same year, only months after, again unlike the Stephen Lawrence case where his family and friends had to wait nineteen years for justice to be done.

Gee Walker (Anthony Walkers mother) said: *'The police made mistakes then, but they learned their lessons and they've not made the same mistake twice.'*

'Homicide Cases - Guidance on CPS service to bereaved families' states that from an early stage prosecutors must offer to meet with the family of the victim to inform them on how the case is going to be handled and what they should expect to happen at each court hearing.

Communication from the Crown Prosecution Service (CPS) is to be sent by the Family Liaison Officer (FLO) in the form of a letter. The CPS states that it is important that the correspondents with the family should be personalised. Effort should be made to keep the same prosecutor throughout the case who is present at relevant court hearings in which the family attend. However, the CPS does indicate that unfortunately this is not always possible. With regard to discontinuing a case a letter should be written within a day of this decision, explaining why this decision was made. This letter also offers the family the opportunity to meet with the CPS, discuss this further and ask any questions.

The Crown Prosecution Service (CPS) provides a leaflet concerning its Policy for Prosecuting Cases of Racially and Religiously Aggravated Crime where information is given about the definition of racially and religiously aggravated crimes and what the CPS does about it.

## **Background Material**

### **General information on the case**

- *Publication:* [The Macpherson Report](#)
- *Website:* [Metropolitan Police Website on the Stephen Lawrence case](#)

### **Assessment of the Macpherson recommendations 10 years after its publication**

- *Publications:*

[Police and Racism: What has been achieved 10 years after the Stephen Lawrence Inquiry Report?](#) Written by Jason Bennetto, Equality and Human Rights Commission

[The Macpherson Report-Ten Years On](#), House of Commons, Home Affairs Committee

[The Stephen Lawrence Inquiry 10 years On, A critical review of the Literature](#), written by Nicola Rollock, Runnymede Trust

[Stephen Lawrence review- an independent commentary to mark the 10<sup>th</sup> anniversary of the Stephen Lawrence Inquiry](#) by Dr Richard Stone

[Stephen Lawrence Inquiry 10 years Government Response to: Dr Stone](#), A Runnymede Trust Report and the Equality of Human Rights Commission

- *Website:* [Metropolitan Police Website](#), Stephen Lawrence Inquiry, 10 years on

### **Equal Treatment legislation**

[Race Relations Act 2000](#) (amended)

[Equality Act 2010](#)

### **Strategic Human Rights Policy**

City of London Police, [Equality, Diversity and Human Rights Strategy 2010-2012](#)

[Metropolitan Police Equality and Diversity Strategy 2009 - 2013](#)

### **Policing standards and guidance papers**

Metropolitan Police [Quality Standards for Engagement](#)

National Policing Improvement Agency (NPIA) [Family Liaison Officer Guide 2008](#)

[Victims Charter 2006](#)

[The Police \(Conduct\) Regulations 2008](#)

[Homicide Cases - Guidance on CPS service to bereaved families](#)

[Stop and Think](#), Human Rights Commission publication on Stop and Search

**Links to institutions**

[National Policing Improvement Agency](#) (NPIA)

[Independent Police Complaints Commission](#) (IPCC)

[Home Office Website concerning Stop an Search](#)