

ICVA Anti-Racism Action Plan



ICVA has worked with the Criminal Justice Alliance on an in-depth review of race and gender. ICVA commits to putting the findings of the report into action and also to review internal practices and policies to ensure that all of ICVA's activities, officers, directors and practices are promoting anti-racism.

Action	Detail	Progress
Internal Organisational Activities for ICVA		
ICVA to produce an anti-racism policy.	<ul style="list-style-type: none"> • Policy should include noting that ICVA will report any instances of racist language or inappropriate content at all training events to the relevant line management. • Policy should be agreed by the Board, disseminated via the newsletter and on ICVA public site. 	
ICVA to review equality and diversity policy to ensure fit for purpose.	<ul style="list-style-type: none"> • ICVA needs to ensure that any E and D policy reflects the positive duty as well as challenging any inappropriate attitudes. 	
ICVA to ensure that procurement rules and policy include black owned businesses.	<ul style="list-style-type: none"> • ICVA officers should review/amend policy. 	
ICVA will consider the diversity of its board.	<ul style="list-style-type: none"> • ICVA may wish to revisit the demographics for the Board and determine whether 	

	further recruitment is required.	
ICVA will train board members in anti-racism and allyship.	<ul style="list-style-type: none"> • ICVA officers should attain quotes, determine supplier and arrange for online training for the Board and officers. 	
ICVA Supports Schemes		
ICVA's conferences will have a diverse range of speakers.	<ul style="list-style-type: none"> • Speakers at all conferences should come from a diverse range of backgrounds, regardless of topic. 	
ICVA's conferences will include speakers on disproportionality/race etc. to support learning for schemes and ICVs.	<ul style="list-style-type: none"> • ICVA should ensure that topics at conferences should reflect the aims of the anti-racism plan as part of the schedule. 	
ICVA commits to updating/reviewing/commissioning effective, ICV focussed training on anti-racism, allyship, race and policing.	<ul style="list-style-type: none"> • ICVA officers/board should give thought to utilising/refreshing existing resources in addition to commissioning new training. • All training should have some wider context but also support schemes by having detail on the ICV role and anti-racism. 	
ICVA commits to reviewing assistance given to schemes regarding recruitment.	<ul style="list-style-type: none"> • ICVA should consider the use of video clips from existing ICVs, commissioning 	

	opportunities for recruitment resources, and adding social media to recruitment.	
ICVA commits to reviewing national documents for schemes to ensure they are fit for purpose.	<ul style="list-style-type: none"> • Job Descriptions, Person Specifications to be reviewed. • Interview questions to be reviewed and ensure include questions designed to uncover bias. 	
ICVA Leads Schemes		
ICVA will draft anti-racism materials for inclusion in MOU's/ICV handbooks for schemes to use.	<ul style="list-style-type: none"> • ICVA may wish to produce a standalone policy and a paragraph for schemes to use. 	
ICVA will encourage schemes to standardise their data returns so that ICV demographics can be accurately represented to the Home Office/wider stakeholders.	<ul style="list-style-type: none"> • ICVA will write to schemes to encourage standardisation. 	
ICVA will produce a template anti-racism action plan for schemes to use.	<ul style="list-style-type: none"> • Any plan should include threads from the ICVA anti-racism action plan and should be consulted with member directors and/or NEF. 	
ICVA will publish training materials on its public website for ICVs to access directly.	<ul style="list-style-type: none"> • This action is complete. • New resources focussing on anti-racism should be published and promoted. 	
ICVA will include anti-racism actions/training/policies in the Quality Assurance Framework prior to launch.	<ul style="list-style-type: none"> • ICVA officers should review the QAF and add in specifics 	

	from the ICVA anti-racism action plan across silver, gold and platinum levels.	
External Engagement		
ICVA will consider a launch event for the CJA report and anti-racism action plan for schemes, ICVs and wider stakeholders to promote the anti-racist narrative and share organisational work.	<ul style="list-style-type: none"> An overview/engagement on the CJA report has been added to the agenda for the scheme managers conference. 	
ICVA will add an anti-racist commitment to email signatures for officers/board members.	<ul style="list-style-type: none"> All ICVA business emails should include an anti-racism statement. 	
ICVA will promote the anti-racism action plan, CJA report and resultant actions via social media channels and the ICVA website.	<ul style="list-style-type: none"> Action plan to be available publicly and be part of the ICVA response to CJA report. Anti-Racism action plan should be promoted, with resultant actions via social media. 	
ICVA commits to sharing work with like organisations where possible to inform wider practice.	<ul style="list-style-type: none"> ICVA will promote the CJA report, anti-racism action plan and any resultant policies/training. All documents will be made public where possible and shared via newsletters with wider stakeholders. 	