



Kent Police and Kent Police Authority

Strategic Independent Advisory Group

Minutes

**MEETING HELD TUESDAY 27 JULY 2010, 19.00 hrs
CLASSROOM 7, KPC, MAIDSTONE**

Welcome and Introductions

1. The Chair welcomed everyone to the meeting and especially welcomed the new Chief Constable and a new member from North Kent. Additionally he welcomed the temporary Chair of North Kent BCU IAG who was 'standing in' until a new Chair was appointed. Before attendees introduced themselves, the SIAG Chair announced that three members of the SIAG had resigned in the last month. The SIAG Chair said that they would be missed and confirmed that letters of thanks had been sent to the individuals on behalf of the SIAG and requested that the SIAG's official thanks to the departing members should be recorded in the minutes.

Address by the Chief Constable

2. The Chief Constable thanked the SIAG for the opportunity to be at the meeting and said that he felt privileged to be a part of the developing SIAG. He felt that the SIAG needed to be as active as possible as a group and added that he supported local BCU IAGs. He acknowledged that Kent Police faced difficult challenges ahead with reductions in funding and budgets whilst continuing to deliver a high standard of policing. The target was to reduce the force expenditure by £53M over the next four years. There was no guarantee that there would not need to be cuts in the workforce. He undertook to keep the SIAG informed of developments when there was anything positive to report.

3. Speaking about the Home Secretary's proposal to do away with the policing pledge and the confidence target, he emphasised that although the 'target' had been discarded there was now, more than ever before, a need to promote and uphold public confidence in the police service. The concept was sound and it was important that officers and support staff ensured that regular public meetings were held and that they presented themselves to those meetings in a smart and timely fashion. The Chief Constable enlisted the help of the SIAG in promoting this interaction between Kent Police and public.

4. He concluded by saying that he was proud to be Chief Constable of Kent which was in the premier league of top forces and said that throughout his tenure at Kent he would work to keep the county in the premier league and to promote it's achievements even further.

Minutes of last meeting (27.04.10) and matters arising (SI)

5. The meeting agreed that the minutes were an accurate record.

Matters arising

6. **Item 3:** *Difficulty for disabled members in responding to feedback forms.* This issue, to enable a member to more easily carry out her duties as a member of the SIAG, was now well in hand and the necessary equipment was in process of being ordered. The KPA gave agreement to the arrangement and the financial outlay involved as a necessary reasonable adjustment.

7. **Item 11:** *Prevent force SPOC.* The name of the new SPOC was known but as yet no contact/request to meet had been made.

**Action: The ACC to ensure new SPOC makes contact with SIAG Leads.
Done – meeting arranged for 25 August**

8. **Item 13:** *SIAG contact with Professional Standards.* This issue was progressing and the Head of Professional Standards will contact the SIAG Chair when there was a need to seek guidance from the SIAG.

9. **Item 20:** *Mystery Shoppers.* The force SPOC invited members of the SIAG to attend PACT (Partners & Community Together)/Neighbourhood meetings as part of the mystery shopping exercise. The scheme is due to start on 1 September with a report on progress and analysis in December.

**Action: SIAG members should attend as many Neighbourhood Policing meetings as they can, as an individual and not as an SIAG member.
Action: BCU IAG members should attend as many Neighbourhood Policing meetings as they can, as an individual and not as a BCU IAG member.**

10. **Item 27:** *Stop and Search exercise – clarification re e-mail feedback responses.* It was reported that five feedback e-mails had been received via the Ports Office (where the exercise had been carried out). None of the e-mails bore any complaints, they all requested information only as to why they had been stopped/detained.

Action: The ACC to ascertain the ethnicity of the targeted individuals and whether there was any particular ethnic pattern.

Recruitment, Retention & Progression

11. The HR representative opened his presentation by saying that there had been some useful and fruitful discussions with the SIAG Lead members. Kent

Police were open to all ideas from SIAG members and had so far taken members' advice in the following areas:

1 Analysis of BME officer attrition

Kent Police had been successful in recruiting BME officers, but had experienced recent difficulty in retaining a number of new recruits.

2 Understanding the community impact of attrition

Staff / support groups such as the disabled had recorded a high number of leavers last year. SIAG had provided useful help and advice in this respect, e.g. suggestion of the: One-to-one meeting process; Attraction strategies.

12. There were plans to consult more fully around disability issues. The HR Team was focussing on the following:

- 1 Recruitment – Particular focus on recruiting Special Constabulary officers and increasing representation across all strands of the community.
- 2 Retention – Retention of BME officers has recently proved challenging. Focus in the future will include disability.
- 3 Progression – Initial focus on BME and disabled staff/officers.

13. SIAG members' views on how he could attract more diverse people into the Special Constabulary were invited.

14. How much and what information could be gained from the exit forms and how many were completed? The exit interview forms had shown many different reasons why BME officers had left the force. There were no obvious trends.

15. The following support was requested of the Strategic IAG:

- 1 Views on the findings of the recruitment, retention and progression focus groups, once published, will be circulated;
- 2 Feedback as to which were the appropriate community events to attend to promote the Special Constabulary;
- 3 Feedback on how perceptions within communities, particularly BME, could be managed as a result of the perceived high attrition rate.

16. The Deputy Chief Constable (DCC) concluded the item by observing that the SIAG members had caused the police to challenge themselves.

ESPS – Corporate Departments Update

17. There were 22 objectives covering three main areas:

- Operational Delivery – meeting the needs of diverse individuals and communities

- People and Culture – building an inclusive and supportive working environment
- Organisational Processes – integrating equality across business areas.

18. It was confirmed that the role of the IAG in respect of the ESPS was to provide community feedback on the progress that was being made. The SIAG would focus on progress being made corporately and BCU IAGs on local progress. However, the SIAG would also have an opportunity to comment on the overall progress the Force had made at the end of the financial year.

19. Senior Management Teams were responsible for progressing the Standard within their areas and they were being supported by the Diversity Support Team. They were being required to evidence the meeting of Standard objectives in Workbooks designed by the DST (Diversity Support Team); although an IT based capture system was currently being developed to replace the Workbooks.

20. The overall objective was that by the end of the financial year the baseline objective right across all areas would have been achieved and 50% at integrating. This would enable the identification of good work streams and the subsequent improvement of functions, service and delivery.

21. Pre-read material on ESPS will be circulated prior to the October SIAG meeting in order that the meeting can discuss progress.

Action: The item to be placed on the October agenda and ensure pre-read material is circulated in advance of meeting.

22. The knowledge gained by BCU Chairs sitting on the SIAG will assist them to provide community feedback at the local BCU level. The KPA's role confirmed that the Standard was to provide statutory scrutiny on the progress the Force will make and it would 'dip test' that progress. The role of the IAGs was welcomed, as diverse community perspectives were always helpful.

23. Comment was made that the scheme was a fundamental building block of diversity and helped to increase local community confidence in their police service. Kent SIAG had an important role to play in providing guidance and Kent was the only police force to use the IAG to provide a scrutiny role.

24. The suggestion that it would be useful for SIAG members to work in smaller groups between meetings and report back to the main meetings was put forward. Likewise with the BCU IAGs.

25. The Chair concluded the subject by thanking the Diversity Support Team for the summary and the quick guide which he was sure would be put to good use.

Priorities for 2010 / 11 Reports

26. **Confidence Route Map / Neighbourhood Policing.** A brief summary of the latest discussions surrounding the confidence route map was given. The British Crime Survey asked 1,000 people in Kent 'how effective the police and local council were at tackling crime and ASB issues'. At the end of December 2009, 47.4% agreed that Kent Police were effective. This was a decrease from the survey at end September 2009; the Force target was 52%. Recent government dictates have withdrawn both the Pledge and the single confidence measure, however Kent Police remain committed to delivering a high quality service and improving the public's confidence in it.

27. In some areas of Kent PACT (Partners and Community Together) meetings had recently experienced a noticeable fall in attendance and in those areas PACT meetings had been suspended. Neighbourhood officers continued to hold advertised monthly meetings and priorities, where there were no PACT meetings, were determined from calls to the police which ASB (anti-social behaviour) and crime data, letters of complaint and peoples' views were noted via 'blackberry engagements'; all neighbourhood officers now using blackberry devices.

28. **Anti Social Behaviour (ASB):** The key element was the perception of young people and in particular the concern of the public in 'teenagers hanging around'.

29. The DCC reiterated the importance of confidence in the community given that the single confidence measure for police had been removed. It was suggested that the way to gain public confidence was to attend those areas where ASB issues are most prevalent and reassure the communities particularly affected.

30. The importance of PACT meetings was emphasised. These enabled police and their partners to connect directly with communities. Local IAGs had an important role in challenging their local police commanders to deploy more of their officers to the communities most targeted by ASB.

Action: Local IAG members should ensure that they challenge their local Commanders with regard to issues in their local communities.

31. **Stop and Search:** Since the blackberries trial in Medway had commenced in May, there had been 165 stops submitted using the new technology. Early feedback from staff had been positive. Probationary officers undertake a three day training course on stop and search, involving role play. Feedback from IAG members in relation to street encounters they might have experienced or know about in their local community would assist the trainers in developing the three day course to make it as relevant as possible.

Action: IAG members to inform KPC trainers of any local information on stop and search which could be relevant to the training course.

32. The importance of IAG members (both Strategic and local) feeding back to police any issues they became aware of concerning stop and search was emphasised. Police standards in this area could always be improved, thus it was important for police to have as much feedback as possible in order to enable them to change their tactics accordingly. The need for IAG members, both Strategic and local, to be honest in their feedback and comments to police and between themselves was stressed.

33. A small working group, led by a senior officers, had been set up to focus on stop and search. The working group would report directly to the Chief Officer Team (COT). It was proposed to invite a member of the SIAG to join the working group.

Note: SIAG Chair to sit on the working group in the first instance.

34. **Disabled:** The SIAG Lead member for Disability said that she attended the Disability Involvement Forum (DIF) in addition to the Disability Action Group (DAG) and at each meeting she asked that attendees should pass on any issues to her so that she could present them to the SIAG. It was noted that the Disability SIAG Lead needed more help.

Action: The Diversity Team will contact the member appointed to assist the Disability Lead to request more regularly assistance. The SIAG Chair to consider allocating roles to new members.

35. **Prevent:** The new police SPOC had been appointed but had not yet got in touch with the SIAG Leads.

Action: The ACC to ensure that the SPOC makes speedy contact with the SIAG Leads - Done

36. **Hate Crime:** The 'walk through' exercise was discussed. A report had been sent to the relevant ACC to consider. The observation had been made that race hate crime was the only strand which had been allocated a satisfaction rate.

37. BCU IAG Chairs were encouraged to investigate what was happening in their localities re hate crime satisfaction surveys and hate crime forums as every BCU will have been allocated targets. The KPA's role was to set the objectives for the Policing Plan and to scrutinise force performance which included an emphasis on hate crime scrutiny.

38. The Diversity Support Team Manager said that the Force was reviewing how it provided its Kent-based third party telephone reporting lines for hate crime, which were delivered in partnership with the Kent Community Safety Partnerships. He said the service needed to be extended to receive reports in relation to disability related hate crime incidents. Currently the service only took calls in relation to racist, homophobic and transphobic incidents. The Force was considering contracting the service to Stop Hate UK and he would update the SIAG as developments occurred.

Local Trends – BCU IAGs

39. The Community Liaison Officers (CLOs) had contributed towards a 'read only' paper highlighting the local trends around the county.

National IAG Conference, 22/23 November, 2010 – Ashford, Kent

40. The brochure and application form for the National Conference had been distributed to Authorities and Police Forces across England and Wales and now it was a matter of dealing with enquiries and bookings.

41. All Kent SIAG members are invited to attend and an email would be sent to members asking them to state their intentions. The Chair expressed a hope that all Kent members would be able to attend. Following the summer break the Chair would meet with the Diversity Support Team Manager concerning what assistance the SIAG members could offer.

Action: Diversity Engagement Officer to approach SIAG members re attendance – Done

Strategic IAG Away Day 25.9.10, North Kent

42. The programme for the day had been based on the continually changing and evolving role and format of the SIAG.

Action: Members were requested to note the date/venue for the Away Day in their diaries and to consider the programme/remit and submit any valid comments/observations.

Any Other Business

Christmas meal. Diversity Engagement Officer was asked to begin the planning for this event.

Action: Diversity Engagement Officer

Next Executive Meeting: **Tuesday 28 September 2010, Kensington Room, North Kent, 19.00 hrs.**

Next Full Meeting: Monday 25 October 2010, Classroom 7, KPC 19.00 hrs.