



Title: Minutes of Strategic Independent Advisory Group  
 Date & time: Monday 22 August 2011, 19.00 hrs  
 Venue: Kent Police Training School, Classroom 14

**Attendance:**

**SIAG**

Member	Local BCU IAG	Role at SIAG
Bill Bhatia	Mid Kent	
Keith Bird	West Kent Chair	
Sonny Butler	North Kent	Treasurer
Barry Coppock	East Kent Chair	Chair
David Fagg	East Kent	
Clyde Fields	South Kent Chair	
Mark Francis	West Kent	Vice Chair
Shafi Khan	South Kent Vice Chair	
Ann McLean	Mid Kent Chair	
Jennifer Maidman	East Kent	
Chaz Sidhu	North Kent	Secretary
Jeff Smith	West Kent	
John Wadsworth	Medway Joint Chair	

**Kent Police**

Name	Role	Department
Supt Des Keers	Superintendent	Head of Partnership
DS Max Davidson	Hate Crime Review	Investigative Standards
Martin Meredith	Diversity Manager	Diversity Support Team
Michael Schnura	Administrative Officer	Diversity Support Team

**KPA**

Name	Role	Department
Laura Steward	Policy Officer	KPA

## **Absent with Apologies:**

### **SIAG**

<b>Member</b>	<b>Local BCU IAG</b>	<b>Role at SIAG</b>
Tamina Mir	Medway Joint Chair	
Gurvinder Sandher	North Kent Chair	
Nabin Siwa	South Kent	

### **Kent Police**

<b>Name</b>	<b>Role</b>	<b>Department</b>
DCC Alan Pughsley	Deputy Chief Constable	
ACC Paul Brandon	Assistant Chief Constable	Area Operations

### **Kent Police Authority**

<b>Name</b>	<b>Role</b>	<b>Department</b>
Graham Hooper	Chief Executive	KPA

## **Absent without apologies:**

### **SIAG**

<b>Member</b>	<b>Local BCU IAG</b>	<b>Role at SIAG</b>
James Ward	Medway	

## **Item 1 Welcome and Introductions**

1.1 The Chair welcomed everyone to the meeting and introduced himself and the Executive members and everyone around the table then introduced themselves. Thanks were given to all those who had volunteered to be members of the Strategic Independent Advisory Group (SIAG).

1.2 The Chair and the members requested to record Hazel's Knights contribution and support to the SIAG in the minutes. A collection was made to send her flowers and a card thanking her for her hard work and to wish her a happy retirement.

## **Item 2 Minutes of last meeting (26.04.11) and matters arising**

2.1 The meeting agreed that the minutes were an accurate record, except for item 7, on page 2. The figure quoted relating to savings in IT - joint with Essex appears to be too low. Martin Meredith agreed to establish the correct amount saved.

Update: The savings amount to nearly £6 million already made through collaboration between Kent Police and Essex Police IT departments. Published on Kent Police website, 29 June 2011.

[http://www.kent.police.uk/news/latest\\_news/150611\\_it.html](http://www.kent.police.uk/news/latest_news/150611_it.html)

## **Matters arising**

### *2.2 Items 22, 23 and 24 regarding the new three divisional structure:*

Due to long distances and significant local regional characteristics it was agreed that having only three BCU IAGS would be unworkable. The Chair reported that a suggestion was made to create a 7<sup>th</sup> BCU IAG based in Sittingbourne and may be known as Swale IAG. He had attended a meeting at Force HQ where he also promoted the concept of an additional IAG for Sittingbourne and the new Divisional Commanders who were in attendance at the meeting were in support of this too. He would be raising the matter at meeting with the Deputy Chief Constable next month (September 2011) when he hoped to receive final approval.

### *2.3. Item 26: Public Order Training*

This item will be included in the 24<sup>th</sup> October 2011 meeting due to cancellation of the 9<sup>th</sup> August meeting following the unrest in Kent and Medway

## **Item 3 Basic Command Unit IAG reports**

### **3.1 East Kent - Report on EK BCU IAG meeting 5<sup>th</sup> July 2011 by David Fagg.**

An update presented by David included

- Further clarification was sought on the wording of a previous motion
- A further QA review of Hate Crimes has been carried out
- Invite guest speaker from Kent Retirement Association to local IAG
- Consider informing callers to the Force Control Room that their call is being recorded
- Discussions surrounding dangerous dogs
- Awaiting clarification on difference between 20mph zones and 20mph speed limits
- Discussion of PCSOs and their new powers and their future training
- Clarification sought who to turn to regarding nuisance issues, Local Authority or Police.

### **3.2 Mid Kent - Report on MK BCU IAG 6<sup>th</sup> July 2011 by Ann McLean**

Ann McLean assumed and confirmed with the present members, that they had read the minutes. She promised to look into producing more comprehensive minutes in the future as the current minutes appeared sparse. Ann couldn't open the Medway minutes and requested that notes, reports and other documents to be

produced in word rather than .rtf, as this format causes her problems when opening attachments. John Wadsworth agreed to look into this.

### 3.3 Medway - Report on MW BCU IAG 14<sup>th</sup> July 2011 by John Wadsworth

John produced a report (to be forwarded to Diversity Support Team for reference) highlighting the following topics

- Roma community and police engagement
- Police interaction with vulnerable groups
- PACT meetings
- Issues regarding 'Kettling'
- IAG members to make contact with their PCSOs
- Change of location of meetings, possibly away from Medway Police Station

### 3.4 North Kent - Report on NK BCU IAG 12<sup>th</sup> July 2011 by Chaz Sidhu

Chaz spoke on behalf of Gurvinder Sandher, reporting no further updates since the last meeting which included the following

IAG members had taken lead responsibilities

- Inspector Mark Holt's presentation regarding ICIA and his efforts to recruit new members
- Possible IAG representation on Crime Safety Partnership Anti Social Behaviour Sub-group

Sonny Butler acknowledged that BCU IAG members being allocated lead priorities was very motivating. This concept was supported by various other SIAG members.

To a question raised, Martin Meredith confirmed that Gurvinder's attendance at the quarterly Equality Standards meeting was in his capacity as Director of the Kent Equality Cohesion Council, not as SIAG member and that Barry Coppock will attend the next Board meeting on 1<sup>st</sup> September in his role as Chair of the SIAG

### 3.5 West Kent - Report on WK BCU IAG 6<sup>th</sup> July 2011 by Keith Bird

Keith referred members to the minutes circulated and pointed out that they were still in draft form.

### 3.6 South Kent - Report on SK BCU IAG 13<sup>th</sup> July by Clyde Fields

Clyde summarised the minutes and highlighted the following topics

- Equality Standard for the Police Service and the Essex Police peer review of it
- Apprenticeship Scheme run by the Force

- Stop and Search
- Mencap campaign *Stand by Me*
- Youth engagement
- Hate crime issues

### 3.7 Mencap campaign update

Martin Meredith reported that the Force has signed up to the Campaign and a gap analysis had been carried out. A meeting had taken place on 22<sup>nd</sup> August 2011 with Sarah McHugh from Mencap to progress the work and had also involved DSMax Davidson and the CLO for South Kent Michael Cronin. Martin offered to circulate the gap analysis if requested by individual members and reminded the members of the following dates:

- 12<sup>th</sup> September 2011 EHRC will publish their recommendation following the inquiry into disability related harassment
- 23<sup>rd</sup> November 2011, the Kent Equality Network (KEN) has organised an event at KCC County Hall, Lecture Theatre with a speaker from the EHRC discussing the recommendations
- 6<sup>th</sup> December 2011, next Disability Involvement Forum (DIF) taking place at the Turner Contemporary, Margate, with members of EHRC present

Members were advised that they would be welcome at both the KEN and DIF meetings and should confirm their attendance with Michael Schnura.

#### **Action:**

A discussion lead by Sonny Butler surrounding standardising local IAG agendas, templates and standing items, i.e. Hate Crime, protecting vulnerable people etc. followed. Barry Coppock stated that he would prefer each BCU IAG to have their own way to report from their area as each BCU is very different. He agreed to discuss this at the next Executive meeting and requested it to be placed onto the Agenda for 26<sup>th</sup> September 2011.

Keith Bird reminded the members that this was already dealt with in the BCU IAG improvement plan.

**Action:** Barry to again circulate the plan to the members.

## **Item 4 SIAG Priorities SPOC reports**

### 4.1 Anti Social Behaviour

Chaz Sidhu reports that since the launch of the new ASB strategy he had met twice with Supt Des Keers and Ch Insp Lee Russel and suggested that a member of the SIAG sits on the ASB sub group. Further discussion points were an IT tool and the 'Engage 11' event taking place on the 14<sup>th</sup> October 2011. This aims to

identify how the Police work with young people and educates them about the risks of ASB.

#### 4.2 Protecting Vulnerable People

Ann McLean stated that there was not a SPOC report due to Force re-organisation. D/ Supt Maria Shepherd had stated that there were currently no projects or issues the IAG could assist with. Ann requested the members to suggest ideas or projects linked to disability to be consulted on.

Keith Bird was disappointed that Maria felt there was nothing currently the SIAG could involve itself in and failed to see how this could be the case.

#### 4.3 Stop and Search

Clyde Fields summarised the SPOC report from C/Insp Travers on the Blackberry Stop and Search recording. He requested the SIAG members to provide feedback from the BCUs on how the performance data pack was being presented to BCU IAGs.

**Action:** Barry Coppock to email the chairs to progress this request.

#### 4.4 Retention and Progression of Specials

Ann McLean had no further update

#### 4.5 Force Reorganisation

Keith Bird summarised the SPOC report and highlighted the ongoing changes, the roles of CLOs and PCSOs and said that a target of 70% of crime to be investigated locally by the Neighbour Hood teams had been set.

#### 4.6 Hate Crime

Jeff Smith drafted and circulated a written comprehensive report to members. He also thought that due to a change of SPOC in October a meeting with the current would not provide any useful update.

Jeff's update highlighted that Mencap 3-year campaign called "Stand by me" which aimed to stop disability hate crime and which had been raised earlier at the meeting.

The 'Stand by me' campaign asks for police promises on ten points and Kent Police had signed up to the campaign points, including

- Getting better evidence and increase convictions by allowing more time for interviews
- Understand how to identify if someone has a learning disability
- Challenge discriminatory attitudes and language among fellow officers
- Ensure victims are kept up to date with the progress of the case
- Don't label disability hate crime as ASB, identify the crime and deal with it

Jeff Smith also asked DS Max Davidson to look into producing a 'snappier' version of policy M62 that deals with hate crime to make it easier for officers to deal with. Max Davidson said that there is currently a version being drafted as a Standard Operating Procedure (SOP) for the launch of the new Kent Police Model (nKPM) on 16 November 2011.

Jeff also reiterated the importance of CLOs and their importance as tactical advisors in the investigation of hate crime incidents. He felt they were vital in maintaining links with communities, helping prevent crime being committed in the first place and by acting as a crime deterrent in general.

This issue has been raised by Jeff Smith and Keith Bird in West Kent with their local SMT.

Jeff also raised the issue of restorative justice and the need to learn more about it.

Supt Des Keers suggested Sergeant Jim Watson to deliver a training session on the subject.

#### 4.7 Neighbourhood Policing

No SPOC report was submitted. John Wadsworth said that the situation around Neighbourhood Policing was fluid. He said he would meet with several people regarding the item and will provide a report to the SIAG at the next meeting.

### **Item 5 Resignation of Katarzyna Lemieszko from SIAG and Mark Francis from lead role**

5.1 Katarzyna had resigned as a member of the SIAG, but remained a member of her local IAG. This left vacancies for priority lead roles for

- Protecting Vulnerable People
- Hate Crime

5.2 Mark Francis had relinquished his priority lead role for

- Recruitments of Specials

A call for volunteers to fill the vacancies resulted in

- Sonny Butler to move from Recruitment of Specials to Protecting Vulnerable People

- David Fagg to assist Jeff Smith with Hate Crime
- Ann McLean to take over the vacancy for Recruitment of Specials

The poor attendance record of James Ward (Medway) at SIAG meetings was noted and John Wadsworth was asked to raise the matter with him and to encourage him to attend. James was also a lead on Hate Crime.

## **Item 6      Work of the Critical Incident Community Impact Cell**

Supt Des Keers summarised the main activities of the Community Impact Cell as

- To manage any major emergency, 24/7
- Measure any tensions and interests in the community
- Carry out Community Impact Assessments
- Monitor all activity and task accordingly depending on developments.

Talking about outcomes from the recent riots, Supt Keers stated that there were only isolated events in Medway and Kent, caused by external people coming into the county. Major unrest was prevented thanks to robust and swift action leading to several arrests due to the rapid response of the Force. Suspect groups were stopped, searched and dispersed. The people of Kent showed great support for the Force. He added that the Force's use of social media, Twitter, helped to quell riots and assisted the Force to keep the public informed.

Kent had supplied daily 75 officers to the Metropolitan Police Service to assist in London.

Supt Keers acknowledged the combined effort of working with partner agencies like KCC, SIAG, ICIA's, Street Pastors etc. in protecting business areas. A helpline was set up for concerned businesses to use on a 24/7 basis.

Normality has now returned and a document on lessons learned had been formulated and was offered for circulation to members by Des.

The CIC has proven to be immensely important and valuable to Kent Police and ChInsp Lee Russel will be visiting the Home Office to present the document on the CIC. This may be used as a national guidance available to all police forces.

Chaz Sidhu congratulated Supt Des Keers on his success and the robust and swift action that Kent Police had provided during the disturbances. He also reiterated that prevention of crime must be at the forefront of all efforts.

John Wadsworth from Medway also congratulated Supt Des Keers on the success, but had to report that he had to chase the Area Commander for updates. He also was unaware of the Business helpline being set up. Her felt that certain aspects of Force communication could be improved on.

Martin Meredith reported that a spike in hate crime reports had been anticipated by the CIC. The partnership working with the Kent County Council and Medway Unitary Authority included youth workers. At meetings with the Youth Workers the Force provided them with detailed written information to circulate on rights and responsibilities in respect of Stop and Search and also on reporting hate crime incidents. Both the Force and Youth Workers were keen to ensure that during the recent disturbances young people were not being stigmatised and both parties had acknowledged that the vast majority of young people in Kent had continued to behave responsibly and were as troubled about the events as other people.

Sonny Butler reported that there was a distinct lack of communication from local authority's to its workers, like housing associations, social service, etc. These employees were concerned and worried to go about their daily work on the streets, not knowing what the situation was and what potential problems they may encounter. Des said he would note this.

Sonny praised the chair for his efforts communicating with the SIAG members.

Jennifer Maidman asked Des about the naming and shaming idea and the outcome of it. Des replied that nationally approximately 3,000 people had been arrested and many charged following the publication of the suspects. This had proved to be a very successful tool. There were up to 15 protagonists in Medway resulting in eight arrests.

Chaz Sidhu echoed Sonny Butlers' praise of the Chair's communication efforts.

## **Item 7                      Treasurer's report**

The SIAG budget has been subject to review and it was requested to find efficiency savings. The budget plan showed a surplus of money and it was proposed to offer some of this money to the BCUs.

Sonny Butler circulated a request to the BCU chairs asking for suggestions on how to spend an additional £1,000, if it were allocated from the SIAG budget.

The current report was agreed and a further report discussed at the Executive meeting in September.

## **Item 8                      Any Other Business**

8.1    Proposal to invite one additional BCU IAG member as observers to the SIAG meetings.

This was seconded by Clyde Fields and a discussion took place about the benefits of such an arrangement. Whilst supportive, Bill Bhatia questioned the need for observers as there are already three members of each BCU present.

The Chair said some BCU members may use the opportunity to find out if they would want to put themselves forward as Chair in future elections or to volunteer to represent their respective BCU IAG as one of the three representatives. It may also stop people from becoming Chair and automatically claim a seat at the SIAG, if they are not available or interested in being on the SIAG.

Jennifer Maidman agreed with the proposal but was worried about the potential number of attendees.

Barry then re-assured everyone the extra BCU member would only be allowed as an observer and would not have any input in SIAG matters.

A show of hands showed 3 against and 8 in favour of the proposal.

## 8.2 SIAG / BCU IAG capacity building event in November

The Chair asked members to gauge interest locally about a November capacity building event in November and to come up with agenda items and suggestions for such an event.

8.3 Keith Bird asked if there was any feedback yet from the BCU IAG improvement plan. It appeared that most members were unaware of the plan.  
**Action** Barry offered to re-circulate the document.

Martin Meredith said the improvement plan was reaping rewards, evidenced by the turnout of this meeting.

8.4 Keith Bird asked to look again at the election process and timeline. BCUs should elect first, then appoint SIAG; unlike the last election this year.

**Note:** The Chair asked that this be placed on the agenda for the next Executive Meeting.

### **Next Meetings:**

1. Executive Committee Meeting (*for EC members only*) – Monday, 26 September, Classroom 14, Kent Police College at **6.00pm**.
2. Strategic Full Meeting - This will take place on Monday, 24 October in Classroom 14, Kent Training School at **7.00pm**.