



Title: Minutes of Strategic Independent Advisory Group
 Date & time: Monday 24 October 2011, 19.00 hrs
 Venue: Kent Police Training School, Classroom 14

Attendance:

SIAG

Member	Local BCU IAG	Role at SIAG
Barry Coppock	East Kent Chair	Chair
Bill Bhatia	Mid Kent	
Keith Bird	West Kent Chair	
Sonny Butler	North Kent	Treasurer
Clyde Fields	South Kent Chair	
Mark Francis	West Kent	Vice Chair
Gurvinder Sandher	North Kent Chair	
Chaz Sidhu	North Kent	Secretary

Kent Police

Name	Role	Department
CC Ian Learmonth	Chief Constable	Chief Constable
T/ACC Paul Brandon	T/Assistant Chief Constable	Area Operations
CI Anna Travers	Chief Inspector	Strategic Criminal Justice
DI Susie Harper	Inspector	Performance Improvement Unit
Insp Gary Jones	Inspector	Public Order Training
Martin Meredith	Diversity Manager	Diversity Support Team
Michael Schnura	Administrative Officer	Diversity Support Team

BCU IAG Observer

Member	Local BCU IAG	Role at SIAG
Angie Boote	East Kent	Observer

Absent with Apologies:

SIAG

Member	Local BCU IAG	Role at SIAG
David Fagg	East Kent	
Colin Guest	Medway	
Shafi Khan	South Kent Vice Chair	
Ann McLean	Mid Kent Chair	
Jennifer Maidman	East Kent	
Tamina Mir	Medway Joint Chair	
Nabin Siwa	South Kent	
Jeff Smith	West Kent	

Kent Police

Name	Role	Department
DCC Alan Pughsley	Deputy Chief Constable	Deputy Chief Constable
ACC Gary Beautridge	Assistant Chief Constable	Head of Serious Crime
ACC Andy Adams	Assistant Chief Constable	Central Operations
ACC Allyn Thomas	Assistant Chief Constable	Human Resources
Simon Redman	Director	Finance & Administration

Kent Police Authority

Name	Role	Department
Graham Hooper	Chief Executive	KPA
Laura Steward	Policy Officer	KPA

Item 1 Welcome and Introductions

1.1 The Chair, Barry Coppock (BC) welcomed everyone to the meeting and introduced Angie Boote from East Kent BCU IAG, who was invited as an observer, as agreed in the previous SIAG meeting. Apologies were read out and acknowledged.

1.2 BC asked the members if they had any declaration of interest and continued to report that John Wadsworth, Joint Chair of the Medway BCU IAG has resigned from the SIAG with immediate effect. This will leave a vacancy within the priorities leads to be addressed at a later stage.

1.3 BC suspended the agenda and handed the meeting over to Chief Constable Ian Learmonth (CC) for an update on the change programme and to take questions from the SIAG members.

CC reported that over the last 15 months there had been a programme to deliver policing to the County with 1,500 fewer people - 1,000 staff and 500 officers. During the last seven months the design programme had turned into an implementation phase, heading for a "go-live" date on 16 November 2011. The current structure of six BCUs will be restructured into three policing divisions. The main focus will remain on service delivery and performance with policing delivered through Neighbourhood Policing (NHP) teams. The new model will make available 418 additional officers who will be deployed to the NHP teams. These officers were being drawn from specialist and response teams, amongst others.

CC confirmed that resources had to be moved to meet local demand, resulting in people being posted to other locations.

CC confirmed that he believed that local IAGs should reflect their communities and that he would leave it to the IAGs and their local Senior Management Teams as to how they organised themselves; as long as they served the local communities and continued to deliver on behalf of the Force.

CC anticipated a settling in period of approximate three months for the new Kent Policing Model (nKPM), during which time there would be some final fine tuning to the new model.

CC acknowledged the effect the re-organisation was having on some officers and staff. A number of people were unhappy with their posting, but this was unavoidable.

CC hoped that the public would not notice when the switch over to the new model occurred. If anything they would probably notice an increased number of Officers on the streets.

BC thanked CC for his continued commitment and support for the IAGs and the setting up of the 7th local IAG, representing Maidstone.

BC said he would prefer to leave the local IAGs as they were at the moment to allow them to settle in during the next year, making sure they are embedded within the nKPM before considering any changes.

Bill Bhatia (BB) asked the CC about the actual effectiveness of Officers and said that this perception that was held by a number of people within the community. CC said that these views will be dispelled when Officers were more visible on the street and meet and engage more people as a matter of routine.

T/ACC Paul Brandon (PB) added that he believed that the Force would see real improvements. He added that Chief Officers regularly monitored satisfaction levels and would continue to attach significant importance to them. The data sets gave an indication as to how satisfied the public were in the way the Force deals with

Anti-Social Behaviour (ASB) and this is something the Force was working more rigorously on with its partners.

CC said that the Force was committed to effectively dealing with Anti Social Behaviour (ASB) and it should shortly have a joint strategy with Partner Agencies such as Kent's Local Authorities (LA). He said that much ASB, i.e. noise disturbance or inconsiderate behaviour, was a matter that LAs should deal with, not the police, but it was the police that got called most of the time by the public. A joint strategy with the local authorities would be very useful and it was intended that it would be lead by the local authorities.

Gurvinder Sandher (GS) sought clarification on the current commitment to equality and diversity issues. He said he was picking up a perception from staff that it was not at the level it was before.

CC said that he did not consider the managing of diversity as an "add-on". He did not support the concept of separate diversity teams and wanted to move towards a situation where it was mainstreamed, everyone taking a personal responsibility.

Clyde Fields (CF) asked CC if he planned to give PCSOs power to arrest / detain.

CC replied no. He wanted PCSOs to be visible within communities and to be working with Warranted Officers.

Chaz Sidhu (CS) asked how Partner Agencies would become accountable for ASB.

CC replied that it required the Joint Strategy he had referred to earlier and the Force challenging and holding Partners to account as appropriate.

PB confirmed the partner agency likely to lead was Kent County Council (KCC) as it already leads on a number of multi agency issues. He added that the Force was currently developing and looking to implement an IT system to help prevent a case like Pilkington occurring. Additionally, 13 Community Safety Units will be established some time after 16 November.

Keith Bird (KB) reported a perceived lack of police presence in villages where high levels of low level crimes occurs, mainly criminal damage, and the perceived lack of prosecution leading to dissatisfaction amongst the public.

CC replied that prosecution is not only a matter for the Force, but also the Crown Prosecution Service. Restorative justice measures were proving successful with subsequent low re-offending rates and high rates of victim satisfaction.

Mark Francis (MF) asked for more information about the IT system that would identify repeat and vulnerable people experiencing ASB.

PB said it would be better than what is currently available and would continue to improve in the light of operating experience.

BC and CC closed the Q&A session. CC left the meeting.

Item 5 - brought forward - Stop and Search data pack

Chief Inspector Anna Travers (AT) was invited to explain the new Stop and Search Data Pack to the SIAG members. She was accompanied by DI Susie Harper (SH), who will take over her role in Kent Criminal Justice.

AT said that the statistics were now familiar and designed to identify disproportionality. She drew attention to the new graphics and maps in the pack. The data was now being measured against more up to date schools census data and where this indicated that disproportionality to be occurring the Divisional Commanders would be asked to justify the reasons. However, overall the data consistently showed that disproportionality was not an issue within Kent.

AT continued by saying that the set of data set overlaid stop and search data against crime data which would help to identify reasons as to why disproportionality might occur. Stop and search patterns should be highest where areas of high crime occurs. From the Force's perspective this data assists the Force to monitor its own behaviour before any concerns were brought to its attention by members of the public.

Chaz Sidhu (CS) said that the recent meeting of the North Kent IAG had been advised that not all Officers would be issued with Blackberries and where this was the case they would revert to form-filling, although there would be no one available to undertake the subsequent analysis. AE assured CS that systems would be in place to input and analyse the data and that it should also be noted that Officers could enter data using their Mobile Data Terminal (MDT) in a police vehicle or use a computer terminal in a police station. A paper form was still a valid option to record stop and search data.

GS noted that although the pack was very good and useful, there was still a perception of disproportionality amongst certain minority ethnic groups within the community.

BC requested that the data pack to be circulated to the local IAGs.

AT replied that feedback was very valuable and thanked members for their comments. She would finalise how best to distribute the new data packs to the local IAGs in partnership with the Diversity Support Team.

BC thanked AT for her contribution. AT and SH left the meeting.

**Item 6 - brought forward -
Public Order Training presentation by Inspector Gary Jones (GJ)**

BC made reference to the briefing paper produced by the Diversity Support Team. He said that this item was on the agenda as a result of a member of the East Kent IAG expressing his concerns in the form of a resolution at the April meeting of the BCU IAG about policing of demonstrations (outside Kent) earlier in the year. The member was particularly concerned about the use of containment or 'kettling' techniques; blows to the head and that Officers should clearly wear their identity numbers during such demonstrations. The member had also made reference to lessons that needed to be learnt following the Kingsnorth climate camp protest in August 2008, coupled with the fact that the first South East public training exercise in ten years had just been held in Kent. The majority of the East Kent BCU IAG members had shared these concerns.

GJ presented a slideshow (attached) and provided an insight into Public Order Training.

In a Question and Answer session GJ answered the following questions:

CF - Is the use of water cannons being trained? What about Tasers?

GJ - Water Canon is one of the 30+ Tactical Options approved by ACPO, the detail of which is shown in the Public Order Tactics manual. This tactic has not been used in England, Wales or Scotland to date. At the current time, it is not anticipated that it would be used in Kent. Consequently, Kent Police do not train officers in its use. Tasers are used and training is given.

BB - What is a community mediator?

GJ - It is someone from the community that can act as a mediator between the police and the local community.

Sonny Butler (SB) - The incidents around the Dale Farm evictions had raised some concerns within Kent's Gypsy and Traveller communities, including the perceived intimidating behaviour of the Police, bailiffs, local Council etc. How was Kent Police trying to rebuild the relationships within Kent?

PB - A said that this was a very broad issue. Essex Police were leading the operation, with Kent Police and others aiding. The relationship of the Kent Police's Tactical Support Group (Rural) with the local Gypsy and Traveller communities was pivotal and remained good. The Force had not experienced any community backlash as a result of what had occurred in Essex and any Kent community tensions would be monitored.

GJ - The presence of "professional protesters" had not assisted the Dale Farm residents and, in his view, promising negotiations faltered partially due to their involvement.

GJ then continued with how Kent Police officers can be identified in a public order situation. He showed the Public Order helmet, clearly marked with KA to identify

Kent, that also depicted the officer's Force Number and rank. The next item GJ showed was a High Visibility jacket, which again depicted the Force Number and rank in various places, including the epaulettes.

In relation to 'containment', GJ said that police action had to comply with the law, specifically Article 5 of the Human Rights Act. The main purpose of containment was to separate crowds, e.g. football matches, protests, etc. It had to be for a proportionate time only. When identified, any innocent bystanders swept up must be released. Welfare must be provided, e.g. water, toilets, and anyone with medical issue must be allowed to leave. Only small groups at a time should be released to ensure the crowd did not collectively move on, but was dispersed. The reason and rationale behind the containment had to be recorded.

Responding to BC, GJ said that blows to the head were extreme and were a last resort and should only occur in rare circumstances such as the imminent stabbing of an Officer or such other life threatening situation.

PB - The primary concern is to protect the community. All available options are considered at the time, not only containment, and then the most appropriate and proportionate tactic applied.

GJ - Liberty had reviewed the conduct of the police service during the recent disturbances and had praised it saying it had acted proportionally and appropriately.

GS - What are the preparations for Olympics 2012, e.g. Olympic Torch Relay?

GJ - The Metropolitan Police Service was to police the inner cordon and Kent Police the outer.

KB - What is the purpose of artificial lighting?

GJ - It is to identify people and to reduce anonymity, not to blind people.

GS - What is the diverse make up of the Public Order Team?

GJ - It is mainly White male and Black and Minority representation is in proportion with that of the Force. Although the Force had undertaken initiatives to attract more females, few remain interested in joining the Team.

GJ extended an invitation to the SIAG for a member to participate in a public order training exercise.

SIAG noted the concerns outlined by the EKIAG members and following the presentation made to them were satisfied that Kent Police followed ACPO guidance on policing and facilitating peaceful protest, including the use of containment or 'kettling' techniques, when blows to the head could only occur and that Kent Officers were clearly identifiable from individual Officer markings on their headgear and uniforms.

BC thanked GJ for his presentation and answering questions put to him by members. GJ then left the meeting.

Item 2 Minutes of last meeting (22.08.11) and matters arising

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

Matters arising

2.2 *3.4 Attendance at Equality and Standard Board*

BC confirmed his attendance at the ESB in his capacity as Chair of the SIAG and that Gurvinder Sandher attended in his capacity as director of the Kent Equality Cohesion Council.

2.3 *3.7 Standardisation of local agendas:*

The Executive had discussed the item at its September meeting and concluded that each local IAGs should be allowed to have their own agenda items alongside the regular standard items.

Item 3 Basic Command Unit IAG reports

3.1 East Kent - Report on EK BCU IAG meeting 4th October 2011 by BC summarised the three main discussion points as:

- Making better use of PCSOs
- Fireworks
- 20mp/h speed limits

3.2 Mid Kent - No representation

3.3 Medway - No representation

3.4 North Kent - Report on NK BCU IAG 11th October 2011 by Gurvinder Sandher

GS summarised the circulated IAG minutes, no further information added.

3.5 West Kent - Report on WK BCU IAG 5th October 2011 by Keith Bird

KB made reference to the IAG minutes for West Kent, which he hadn't previously approved. He stated that the members at their last meeting were pleased to hear that the Community Liaison Officers (CLO) had been re-assigned, with the full-time CLO being at Tunbridge Wells that accounts for most of the workload, while part-time CLO's are allocated to Sevenoaks and Tonbridge districts.

He added that the action to seek clarity from Ch. Supt. Nix was not as minuted, and it was his request as the Chair of West Kent IAG, for a meeting to be arranged with the Divisional Commander or his Deputy, to discuss and to resolve the matter of whether the division will have one or two IAG's.

3.6 South Kent - Report on SK BCU IAG 12th October by Clyde Fields (CF)

CF summarised the minutes and highlighted the following topics

- Table top exercise around acts of terrorism
- Equality Standard for the Police Service
- 2012 Olympics.

3.7 Swale - No representation

KB sought clarification on the Hate Crime Satisfaction statistics that had been presented to the Swale Independent Advisory Group on October 5, when it had been observed that the sample was too small to be regarded as statistically accurate.

Action: PB offered to supply the answer

Item 4 SIAG Priorities SPOC reports

4.1 Anti Social Behaviour

Chaz Sidhu summarised the circulated SPOC report highlighting the "Engage 11" event engaging young people in educating them about the risks of ASB. Secondly, the current ASB satisfaction rate of 76.4% being under the ASB satisfaction target of 79.4%. However, 99% of repeat and vulnerable victims received a physical attendance to their call. Only 13.2% of those surveyed in Kent (BCS) perceive a high level of ASB in their community, an improvement from the previous 19.9%.

4.2 Protecting Vulnerable People

BC said he was seeking assistance from PB. The supposedly lack of projects or items that are available for the SIAG often results in "nothing to report" reports

back from the police SPOC. PB suggested a presentation to the SIAG on the work of the Public Protection Unit, which was declined by BC.

Action: BC would make further contact with PB. PB offered to look into the possibility of a SIAG member sitting on the Children and Young People Programme Board.

4.3 Stop and Search

This was covered in CI Anna Travers' contribution earlier in the meeting.

4.4 Retention and Progression of Specials

No further update

4.5 Force Reorganisation

In supplementing the SPOC written report for the nKPM, Keith Bird (KB) on behalf of the SIAG priority leads added that the recent meeting with CI David Pascoe was very informative with a presentation being given on the new model being given to staff, and a discussion and run through on Hate Crime investigations.

Specifically on the model, KB outlined for members the overriding ethos of 'Do it once, Do it right', and the levels of response teams comprising of: District Neighbour Hood Policing (NHP), Reactive, Proactive and Central Response. He referred to the Incident Management Unit IMU, that officers will use to assist them in recording and ensuring they manage an incident before leaving. In response, ACC Brandon advised that the IMU will not be fully operational from the 16th of November, but will be phased in.

KB also covered the expectations of officers under the new model that is to: manage expectations, take personal responsibility and take action.

4.6 Hate Crime

No update, no report

4.7 Neighbourhood Policing

No update, no report

Item 7 Elections and revision of Terms of Reference

7.1 It was agreed that April 2010 to be the commencement date of term of office for all elected post holders. This should help to align discrepancies or overlaps of time in office.

7.2 BC thanked Martin Meredith (MM) for his research and provision of the paper aiding the election process. The process would start locally in mid - December with nominations being sought for the local chairs. It would be decided locally how BCU IAG elections were organised.

The following was agreed –

Election of BCU IAG Chairs – Chair and Vice Chair

- Week-commencing 12 December 2011 BCUs give 21 days written notice that local elections will take place in January 2012
- 3-16 January 2012 - BCU IAGs meet to elect chairs
- Elected Chairs will sit on SIAG by right, a further two BCU members will be nominated locally. Anyone sitting on the SIAG is subject to vetting.

These elections would be organised locally by each BCU IAG.

Election of SIAG Executive – Chair, Vice Chair, Secretary and Treasurer

- 30 January - 6 February 2012 the Diversity Support Team seeks nominations for the roles of Chair, Vice Chair, Treasurer and Secretary - allow 7 days for receipt
- 6 February - 20 February 2012 - request a 250 word statement from nominees in support of their election - allow 14 days for receipt
- 20 February - 28 February 2012 - confirm appointments and / or conduct ballot if more than one nomination per post was received
- 26 March 2012 – newly appointed Executive Meeting.

These elections would be organised by the Diversity Support Team.

The commencement date for new roles was confirmed as April 1, 2012.

7.5 It was agreed to abolish the role of “Secretary” for the BCU IAG within their Terms of Reference.

Item 8 Website feedback form - Mark Francis (MF)

MF reminded the SIAG of the website feedback form and requested their feedback to be sent either to him or to Michael Schnura in the Diversity Support Team by email or in hard copy.

Item 9 Treasurer's report – Sonny Butler (SB)

SB reported that the SIAG budget of £17,000 currently indicated a spent of £2,321.69, i.e. a remaining budget of £14,678.31.

Some of this money might be needed for the National IAG conference in March 2012. MM confirmed that the NPIA had indicated that they wished to organise the conference with the British Transport Police hosting / facilitating the event. It will probably be delivered in Camden. Exact details were yet to be confirmed and members would be advised in due course.

Item 10 Any Other Business

10.1 SIAG event 'All Change' 10 November

BC asked members to generate some interest locally for the November event and invite up to three guests from the local IAG. So far, there appeared to be limited interest.

10.2 Re-scheduling of 30 January 2012 Full SIAG meeting

BC had requested to consider w/c 23 January as an alternative. An email requesting to indicate availability and preferred days had already been circulated.

Next Meetings:

1. Executive Committee Meeting (*for EC members only*) – Monday, 5 December 2011, Classroom 14, Kent Police College at **6.00pm**.
2. Strategic Full Meeting - This will take place on Tuesday 24th January 2012 in Classroom 14, Kent Training School at **7.00pm**.