



**Kent Police  
and Kent Police Authority**  
Strategic Independent Advisory Group

# **ANNUAL REPORT**

## **2010-11**



***"Working in Partnership to build Confidence and Trust for All"***

# Strategic Independent Advisory Group Annual Report 2011

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## CHAIR'S REPORT – *Gurvinder Sandher*



### **Chair's Report**

I have been very pleased with the positive contribution made by the Strategic IAG (SIAG) over the past year. We have worked in close partnership with Kent Police and Kent Police Authority, acting as a critical friend and providing advice and support in a number of key areas.

Our work continued from the progress made in 2009/2010 and focused around Hate Crime, Disability, Neighbourhood Policing, Confidence and Retention and Progression. In addition we also did a lot of work in the second half of the year around the Equality Standard for the Police Service. We developed our work programme in partnership with the Police and the Police Authority and were well supported by our colleagues at the Diversity Team.

The past year has seen a change in membership of the SIAG which reflects the development of local BCU IAGs. We welcomed the Chairs of the BCU IAGs in April and they have added a great deal of energy and expertise to the SIAG. This, I believe, has given us fresh impetus and allowed us to make continued positive strides. It has also reinforced the "Making the Links" project which was set up by the force a few years ago to ensure that issues being looked at a local level were also being looked at a strategic level and vice versa. Only by making these links can the SIAG continue to be effective.

We were very fortunate over the past year to host the National IAG Conference at the Ashford International Hotel. We were pleased to welcome delegates from around the country. What struck me the most was how positive colleagues from around Britain were about the work that our SIAG was doing in Kent and how we enjoyed such a positive working relationship with Kent Police and the Police Authority. This is not the case in every force and sometimes I feel that colleagues do not always appreciate both within the SIAG, the force and the authority how lucky we are in Kent, that we can all work and learn together and have genuine two-way dialogue.

There is much talk of the "Big Society" and what it means. If anyone wants to see it in action they only have to come and see the work of IAG members

both at a local level and a strategic level. It is sometimes forgotten that IAG members are all volunteers. I personally know from experience that it can very easily become a full time job. Members make great sacrifices giving up evenings, weekends and sometimes finishing work early to attend meetings. This is because they have a great commitment and want to make a positive difference to Police-Community relations in this great County. I would like to thank them all for their time and effort.

Finally I would like to thank the KPA, all the Chief Officers and the Diversity Team at Kent Police especially Martin Meredith and Hazel Knight and the officers who I have had the pleasure of dealing with over the past year. I have been especially impressed by the new Chief Constable Ian Learmonth who has taken great interest in the work of the SIAG and has been a great advocate of our work.

I have decided to step down after two years as Chair but look forward to working with and supporting the new Chair during the next stage of development of the SIAG.

**Gurvinder Sandher**  
**SIAG Chair**

## **CHAIR OF KENT POLICE AUTHORITY – *Ann Barnes***



Kent Police Authority funds, supports and engages with the SIAG (Strategic Independent Advisory Group), and the BCU IAGs, in order to promote diversity and better understand the needs and views of the community. This will be ever more vital in an era of unprecedented challenge and change - we must work together to ensure that Kent and Medway's residents get the best deal from their police force.

I know that our IAG volunteers are willing to face this challenge. It is their role to make sure all voices are heard when it comes to policing Kent, not just those that shout the loudest. It is also incumbent on the police to take on board the feedback that IAGs provide from the community, to improve the service they deliver. Kent has an excellent record for diversity, and the IAGs have been a significant factor in earning that reputation.

However, we should not underestimate the level of transformation required for Kent police, nor the fact that all communities will continue to expect not just the same, but a better service from the Force. The Police, and the Authority, will need to make 20% cuts to their budget over the next four years, and the same will be required from the IAG scheme.

The demands will therefore be two-fold - for the IAGs to keep on providing the same important task on behalf of the public, and to ensure the dialogue between the police and the people of Kent is strengthened at a time of decreasing numbers of officers and yet potential increased community tensions.

It won't be easy, but I know that the SIAG and BCU IAGs will rise to this challenge.

However, we also have to be aware that owing to the financial changes, the Force is planning to reorganise not only its structure but its whole way of working. This is not the place for a detailed description, but there will be a significant impact for the IAGs. Firstly, we will rely on the IAGs to help communicate the Force's plans to the wider community, and also to feed back residents' views. We will need to know if the public feels that there is an impact on policing, and we need that information from an independent

source. This will not be about finding fault, but about finding out what works, and what doesn't, and using this to inform and build a better police force.

Secondly, there will be a need for the IAGs themselves to reorganise around the new structure, and to develop ever more effective ways of working. This will be an on-going challenge, and the Authority will work closely with all of the IAG members, and the Force, to ensure that the new approach meets the community's needs.

The input from the IAG members is very much respected, and the understanding and value attached to their work has grown over the years. This has been under the stewardship of the Chair, Gurvinder, and so it is sad to report that he has now stood down from this position after years of hard work, although he will continue to contribute in a prominent capacity. I want to thank him for his efforts and achievements, and I'm sure our new Chair will continue his excellent work.

The next year will be the most challenging one for Kent Police, and I look forward to working with the IAG to ensure that the Force emerges even stronger, and it is through working together we will achieve this aim.

**Ann Barnes**  
**Chair of Kent Police Authority**

## **CHIEF CONSTABLE – *Ian Learmonth***



Since becoming Chief Constable in July 2010 I have had the opportunity to meet many of you at the Force Strategic IAG meetings, so it will not surprise you to hear how I value the contribution all IAG members make towards improving the quality of service Kent Police deliver to the public.

During the last year I was delighted to see how IAGs have continued to develop in Kent and really appreciate your dedication and time that you willingly give to help us to understand the complex issues that we face on a daily basis. Having your independent opinions is an essential tool in ensuring we do not disadvantage any individual or community.

Kent was proud to host the National IAG conference in November 2010 which saw over 100 delegates share their views on national IAG issues and give valuable feedback on the national IAG strategy which Kent has written. This reinforced to me the forward thinking approach Kent has to the structure and achievements of IAGs. Our approach shows Kent and therefore our police authority and IAGs as national leaders on IAG issues.

Kent, like all forces nationally, is having to make significant financial reductions over the next few years, but I am committed to maintaining the level of service we deliver. The dedication of people on our IAGs is a valuable cog in this continued service commitment.

I would like personally to thank you all for your dedication and support during the last year and look forward to meeting more of you and working with you during the next year.

**Ian Learmonth**  
**Chief Constable**

## **DIVERSITY MANAGER – *Martin Meredith***



The Force's engagement with diverse communities goes back more than ten years. It all started with quarterly meetings of a Minority Ethnic Consultative Forum and an LGBT Consultative Forum that were chaired by the then Deputy Chief Constable, Jim Barker-McCardle. Later we established a Disability Involvement Forum, which still meets quarterly, with the aim of engaging directly with people with a range of disabilities and learning about their needs when delivering our services.

Meetings of the Strategic IAG commenced in March 2006 and the BCU IAGs began meeting in April 2010. The Force's genuine commitment to community engagement has recently been demonstrated further by the former Deputy Chief Constable, Adrian Leppard, taking on the national ACPO portfolio lead on Stakeholder engagement in 2009, which led to new national guidance on the operation of IAGs.

In November 2010 the Force hosted a successful 10<sup>th</sup> annual National IAG Conference when delegates from all around the country met to further the aims of diverse community engagement with the police. Feedback from delegates attending the Conference was almost unanimously positive, which is a tribute to the work put in by colleagues to ensure it was a successful conference. One of the things we learnt from the conference is that although we may not have recognised it, Kent appears to be going in the right direction in the way the IAGs are being developed locally when we make comparisons with developments elsewhere. Delegates spoke very highly of what we are doing in Kent.

During the year the six local BCU IAGs began operating and all met quarterly. BCU IAGs are the culmination of the *Making the Links Project*, which aimed to ensure that the Strategic IAG was influenced by a local IAG structure and vice-versa. Thanks need to go to Chief Inspector Peter Steenhuis who managed this project. During 2011 we will strive to ensure the contribution being made at this level of engagement is further enhanced and with this in mind a number of improvement recommendations were adopted by the Force, which will be applied during the year. Of course, during 2011 the Force will restructure from the current six Basic Command

Units to three Divisions. Naturally this has implications for the current BCU IAGs and we will consult with Chairs as we move towards the new Divisional structure.

There is little doubt in my mind that over the last twelve months the Strategic IAG has matured and is functioning as intended. Credit for this must go to the current Chair who has selflessly given many hours of his time to engaging with senior Force and Authority colleagues to develop his vision for the Strategic and BCU IAGs. I need to record my note of thanks for all this work. I now look forward to developing a similar constructive working relationship with the new Chair.

IAG members have my complete assurance that everyone within the Diversity Support Team will support them in role. It is something that I hope you feel proud to be involved in. As a 'critical friend' to Kent Police, IAG members make an important contribution towards policing in Kent and it is a role that is valued and appreciated by us all within the Force and Authority.

**Martin Meredith**  
**Diversity Manager**

## THEMATIC REPORTS

The Strategic Independent Advisory Group priorities during the year focused on:

- **BUILDING COMMUNITY CONFIDENCE**
- **RECRUITMENT, RETENTION AND PROGRESSION**
- **DISABILITY**

The following pages report on recent activity in these areas and have been prepared jointly by the relevant IAG lead member and corresponding lead within Kent Police. The purpose is to provide an overview of areas of activity undertaken by the IAG over the last twelve months.

## BUILDING COMMUNITY CONFIDENCE

### Introduction

In July 2010 the SIAG were advised that recent government dictates had withdrawn both the Pledge and the single confidence measure, however Kent Police remained committed to delivering a high quality service and improving the public's confidence in it.

This area includes:

- Preventing Violent Extremism
- Hate Crime
- Neighbourhood Policing / PACT Meetings (Mystery Customer)
- Anti Social Behaviour
- Street Encounters / Stop and Search
- Male rape and serious sexual assault.

## Preventing Violent Extremism

The SIAG Leads for the Prevent agenda have a relationship of continued ongoing support and dialogue with the Kent Police Prevent Manager (Detective Chief Inspector Jon Clayden). As a consequence of this engagement the full SIAG received regular updates at each Strategic meeting.

## Overview

In January 2011 the SIAG were advised that the Government's review into the Prevent programme is still ongoing. A new strategy was being written, based on the findings of Lord Carlile, and desired future direction of the Home Office. The publication date has been delayed from January, and is now likely to be March/April 2011.

## Performance

The performance update was shared with the SIAG in January 2011 as follows:

***Strategic (Police):*** The Kent Prevent Development 2010-11 continues to be monitored and updated. Fourth quarter submission was provided to South East Counter Terrorism Unit in late January 2011. All 41 objectives were graded as either 'advanced' or 'mainstreamed'.

***Basic Command Unit (Police):*** BCU plans have been mainstreamed into daily business, new plans will be considered once the new strategy is published. Regular BCU SPOC meetings were implemented, the first of which was held on 22<sup>nd</sup> October 2010, with a follow up meeting in February 2011.

***Partnership:*** The Prevent Partners Steering Board met on 9<sup>th</sup> December, and focused on mainstreaming existing work, and preparing for the impact of a new strategy. A seminar was held on 5<sup>th</sup> November, which was attended by a number of key partners across Kent and Medway. The seminar was well received, and feedback was received as to the key areas of further work required; training, cultural awareness and clear expectations (from the new strategy) were the main issues raised. A further seminar will be held in March/April 2011.

## Training

All Local Authorities will have received Operation Fairway Prevent awareness training. Feedback has been very positive and the SIAG Lead highlighted that more than over 2300 individuals have been trained to date.

The first 'train the trainer' workshop was held in December, funded and hosted by Medway Council. Further workshops will be held in 2011, with spaces available for staff from partner organisations. This will enable in-house prevent training, and future continuity.

Prevent Referrals Training has been tested with a focus group of practitioners, and suggested amendments considered and made. A pilot has commenced in

West Kent, with both police and partner agencies, with full roll-out from February 2011.

## **Prevent Referrals**

Monitoring and intervention continues with referred Prevent vulnerable persons. This includes work with an Office of Security and Counter Terrorism (OSCT) funded organisation with one vulnerable individual, where specific theological needs were identified that could not be addressed within a statutory or Kent and Medway community arena.

An initial meeting has been held with Medway safeguarding representatives, with another to follow, to build linkages between safeguarding processes and practices and Prevent referrals.

Similar work has been undertaken via a meeting with Health safeguarding representatives, who are very keen to ensure appropriate involvement, as well as awareness of staff. Provision of training for health services is being considered.

The process will be reviewed with the IAG after the new strategy is published, to ensure it is fit-for-purpose and effective. In particular the way that the Community Assessment and Support Panel are engaged will be considered.

## **Community Engagement**

Community activity is continuing at the pilot sites, with Communities and Local Government (CLG) funding supporting the various organisations (such as Kent Equality and Cohesion Council and Kent Muslim Welfare Association) assisting delivery.

Medway needs assessment has been completed and presented by Faith Associates, with the Gravesham report completed and due to be briefed.

## **Counter Terrorism Local Profiles (CTLP)**

The second round of profiles has been completed. An over-all county-level CTLP has been developed in addition, which covers all issues and themes from throughout the county.

A briefing was delivered to Local Authority Chief Executives in December 2010, and BCU Commander briefings are ongoing. Further briefings with specific identified staff (internal and local authorities) will be considered and arranged.

## Hate Crime

### Background

Kent Police manage all victims of Hate Crime in line with policy M62. Since the introduction of the policy, performance in respect of Race Crime / Incident satisfaction has increased from approx 70% to 83.8%.

Racist Incident Satisfaction is a Statutory Performance Indicator, as such Kent Police have an obligation to report performance to the Home Office. Kent Police aim to deliver a standard of service which increases the overall satisfaction of victims of Racist incidents to 84%, a level that is intended to place Kent within the top two performing forces in the MSG (Most Similar Group) and top 10 Nationally.

### Statistical data for Kent Police at December 2010

- **Racist Incident Satisfaction = 83.8% (Up from 79.8% at 12/09)**
  - Places Kent 4<sup>th</sup> in most similar group. (13<sup>th</sup> Nationally) (Nov 2010)
  - Satisfaction with treatment by the police is highest at 94.8%
  - Satisfaction with follow up by police is lowest at 81.3% but is showing improvement and is up on last year by 4.7%
  - West Kent has the highest satisfaction at 89.9%
  - North Kent were lowest at 77.6%
- **All Hate Crime / Incident Satisfaction = 80.7%**

### Perceived Community Impact Considerations

Kent Police strive to deliver a high quality service to the most vulnerable members of society, and in particular, those who are targeted because of who they are. The current trend indicates that the effective management of victims of racist incidents and the high quality of service that we seek to provide is not being felt by all victims of hate crime. If the reasons for this are not explored and action taken to resolve the issues, we risk losing the confidence and satisfaction of large sections of the community.

The SIAG have been advised that a shared Hate Crime protocol between Kent Police, KCC and Medway Council is being developed. The template, if accepted by the KCC and Medway Council, will introduce improved/shared services for all victims of hate crime. Methods and ease of reporting hate crime will be wider publicised as a result. Victim support, crime and incident prevention and crime investigation will be net products.

## SIAG Activity

Consultation and ongoing engagement with the SIAG Hate Crime leads has highlighted current activity in this area to increase performance / service delivery. Examples include: -

- The introduction of a quarterly 'practitioners' (Detective Sergeants) meeting to ensure newly identified issues are discussed / resolved and local best practice is shared.
- BCUs are now to receive on-site support from the Hate Crime review team in circumstances where local issues of risk to performance are identified.
- A new training package will be written to re-focus the role of the patrol officer and their obligations under policy M62 regarding initial investigation and victim satisfaction.
- A review will take place in order to identify further / new best practice at Force level (by liaison with other forces) in order to push Kent police into the top ten nationally.

The SIAG have been consulted in respect of their individual perception on policy and best practice sought for engaging with a particular community in relation to the topic. The SIAG have provided advice and guidance on the topic in relation to the social identities represented by the IAG.

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.

The Diversity Support Team Manager advised the SIAG 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. The SIAG were advised 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. He would update the SIAG as developments occurred.

## Neighbourhood Policing / Partners And Community Together (PACT) Meetings / Mystery Customer

### SIAG Activity

Assistance Chief Constable Beautridge greatly appreciated the active participation the IAG members had in the 'Mystery Customer' project held during 2010. Those SIAG and BCU IAG members taking part chose the Neighbourhood meetings they wished to attend from a police web site and attended them as an 'ordinary' member of the community. They then completed a simple feedback form of 20 questions and submitted it to Neighbourhood Policing. A total of 18 formal feedback forms were completed. Regular themes about the neighbourhood meetings from the feedback forms included:

- **Publicity** – Ensure that all meetings are widely publicised in local areas.
- **Location** – meetings should be held where they were accessible to a large cross section of the community.
- **Structure and content** – meetings needed to be well structured with a chair who keeps the meeting to time and the attendees in order.
- **Information** - Ensure that police officers and police staff inform members of the public that they can request local crime figures and that they can challenge the current priorities, if they do not agree with what has been proposed.
- **Police Officers and Staff** - The staff were both friendly and professional.
- **Outcomes** - The meetings were generally considered productive and useful.

A full report providing details of all the feedback and findings was shared with the SIAG.

### Future Considerations

The SIAG have been consulted and their views sought in relation to:

- Holding another Mystery Customer exercise around autumn 2011.
- Consideration of a different form of engagement being trialled? E.g. engaging on-line with local communities.

The Chair of the SIAG felt a follow up exercise would be useful and would have lessons which would benefit every organisation. He also felt that the on-line consultation was an exciting development for the future.

One member felt that there was a notable lack of local authority members at the meetings. It was pointed out that where local councillors did attend the meetings they took away issues to work on.

The Neighbourhood Chief Inspector was grateful for the IAG assistance and valued feedback and all agreed it had been helpful and had identified areas for improvement, which was the original purpose of the exercise.

The SIAG have been advised that in some areas of Kent PACT 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 use hand held (Blackberry) devices.

## **Anti-Social Behaviour**

### **Overview**

The Kent Police ASB Strategy was developed in May 2010. Following the publication of the HMIC report into ASB, 'Stop the Rot', a review was undertaken of the strategy, with a key element being the inclusion of a harm based approach to ASB.

In order to develop a harm based methodology the Anti Social Behaviour Partner Forum has been formed Representatives from the Police Authority, Kent County Council, Medway Unitary Authority, local authorities, social housing providers, Control Room, BCUs, and Kent Police are all active members of the forum which meets regularly to progress a harm based approach.

### **Activity**

A draft revised ASB Strategy is currently being prepared for consultation. This draft strategy has been shared with the IAG with an invitation for them to provide feedback. In support of this process there may be a future presentation to the SIAG to complement their understanding.

The SIAG review will be a valued part of the overall consultation process and considered most beneficial in formulating the updated strategy. The process is currently ongoing and it is anticipated that following their review, a discussion

can then decide what support the IAG can bring to the strategy and its delivery across Kent and Medway.

Working closely in partnership with key stakeholders, the draft strategy has tight timescales for the Police Authority. As soon as the Authority indicates their support to the revised strategy, consultation will take place in more detail with the IAG.

The Chief Officer team have reiterated the importance of confidence in the community given that the single confidence measure for police had been removed. In discussion with the SIAG 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.

The importance of PACT meetings was emphasised. These enabled police and their partners to connect directly with communities. It was recognised that local IAGs had an important role in supporting their local police commanders to deploy more of their officers to the communities most targeted by ASB. This now forms a regular part of BCU IAG meetings.

## **Street Encounters / Stop and Search**

### **Overview**

The SIAG have been informed that The Crime and Security Act 2010 and Pace Code A changes to Stop and Account and Stop and Search will be introduced during 2011 which will remove the national requirement for the recording of 'stop and account' encounters.

However, the SIAG were advised that, in preparation for the amendments, Kent Police had made changes to its Genesis recording system, which will allow for the recording of Stop and search after arrest on the custody record. The changes went live on the 11<sup>th</sup> January 2011, which will allow staff to familiarise themselves with the new system. The changes to custody recording will also allow for improved data and analysis of stop and search arrests together with information on custody disposals and outcomes, which has not previously been available.

The SIAG have been consulted and updated on the trial of the use of the electronic hand-held-device (Blackberry) application to submit stop and search procedures. This commenced at Medway in May 2010 and has now concluded. The result of the Blackberry pilot has been very positive and is now going to be rolled out to all BCUs.

The SIAG have been advised that GPS recording on the Blackberry application of stop and search locations is currently only recording on 50% of the searches. Work is progressing with the Computer Department to improve the technology to a minimum standard of 80% recording to improve the intelligence picture.

A draft '**Stop and Serve**' strategy has been written which details how the force will provide evidenced, appropriate and justified use of stop and search with the support of local communities. The SIAG will be involved in the consultation process in respect of the new strategy.

### **SIAG Activity**

The SIAG lead for Stop and Search spent a day observing Kent Police Frontier Operations staff in relation to their application of Stop and Search powers within the UK Frontier environment. This has promoted understanding and was fed back to the SIAG.

Stop and Search is now a fixed agenda item on the BCU IAGs as a consequence of direct feedback from the SIAG. The IAG are able to examine the latest statistics and highlight perceived disproportionality. Additionally feedback can be gained in relation to street encounters that members of the local community have experienced. This also allows for localised understanding of the potential impact of police activities can have allowing staff to obtain feedback and for supervisors to identify training issues where appropriate.

In respect of hand-held-device stop and search recording, one concern raised by the SIAG was the perception of people seeing officers using a mobile and appearing to be texting. The SIAG have been consulted in an effort to understand whether this concern is a general perception by communities, which will help to inform further marketing and training as the Blackberry application is rolled out across the force.

## **Male Rape and Serious Sexual Assault**

### **Overview**

It is still recognised that there is significant under reporting to police of male rape and serious sexual assault. The perception provided by the SIAG lead is that victims of male rape, especially among the gay/transgender community, will not be believed if they made a complaint

The main aim of engagement with the SIAG is to increase reporting and reduce violent crime, as well as understand perceived community impact.

### **SIAG Activity**

In consultation with the SIAG lead, the Force External Website advice for Rape victims is currently under review, and when this has been agreed and is live then support organisation webpage owners will be contacted to arrange a hyperlink to Kent Police Webpage. Once the new web pages are linked it is hoped they will have potential positive impact of increasing reporting.

Advice has been provided in respect of advertising through different mediums that all male rapes and sexual assaults are treated seriously and provide confidence that victims will be believed as well as signposted to the relevant sexual health services and counselling providers.

The SIAG have provided feedback to highlight current activity in this area and to identify best practice for engaging with a particular community in relation to the topic. Additionally wider advice and guidance on the topic has been provided in relation to the social identities represented by the IAG. Focus has been on communities/parts of our society who traditionally do not engage with the police.

## RECRUITMENT, RETENTION AND PROGRESSION

This includes:

- Retention and Progression of BME Staff
- Recruitment, Retention and Progression of Disabled Staff

### Overview

In consultation with the SIAG lead, work has continued throughout the year in force around a number of key areas relating to Recruitment, Retention and Progression.

Clear understanding has been promoted with the SIAG around the current Force climate in respect of recruitment and retention.

The SIAG have been advised that there had been some useful and fruitful discussions between Kent Police Human Resources and the SIAG lead member outlining that Kent Police were very open to all ideas from SIAG members and had so far taken members' advice in the following areas:

- **Analysis of Black and Minority Ethnic (BME) officer attrition** - The SIAG were informed that Kent Police had been successful in recruiting BME officers, but had experienced recent difficulty in retaining a number of new recruits.
- **Understanding the community impact of attrition** - Staff Support groups such as the disabled had recorded a high number of leavers last year. The SIAG provided useful help and advice in this respect, e.g. suggestion of the: One-to-one meeting process and attraction strategies.

There are plans to consult the SIAG more fully around disability issues.

### SIAG Activity

In consultation with the SIAG lead the Kent Police Human Resources (HR) Team have been focussing on the following:

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

SIAG members' views on how we could attract more diverse people into the Special Constabulary were provided.

A query was raised by the SIAG in respect of the value of information gained from the exit interview forms and how many were completed? HR responded and advised the SIAG that the exit interview forms had shown many different reasons why BME officers had left the force. There were no obvious trends. One also had to be mindful of the current employment climate the Force was experiencing.

The following support has been provided to Kent Police HR by the SIAG:

- Views on the findings of the recruitment, retention and progression focus groups.
- IAG Leads have provided assistance in advising of additional community events and activates that can be attended to increase the numbers of individuals from minority groups joining the Special Constabulary within Kent.
- A number of additional outreach events were discussed and these will be included in the coming years plans to increase the numbers of Special Constables.
- Feedback on how perceptions within communities, particularly BME, could be managed as a result of the perceived high attrition rate.

In addition to this a range of other marketing opportunities have been discussed and it was agreed that the force would seek IAG's views on any marketing / promotional information that is produced as part of the drive to increase the numbers of Special Constables.

Of note is the recognition of Kent Police Chief Officers that the work if the SIAG members had positively caused the police to challenge themselves.

The Force and IAG leads continue to monitor the retention of minority groups. Should any trend be identified by the Force then it has been agreed that early dialogue would take place with SIAG leads to establish what support could be provided.

Falling out of this a series of focus groups have been run during 2010, in consultation with key support groups, to enable the force to better understand the barriers to progression and retention of individuals from under-represented groups. This has also allowed the benchmarking of current performance, to be revisited once initiatives have been agreed and delivered. The focus groups seek to establish barriers to progression from disabled individuals, BME colleagues and those from the LGBT communities. Once the initial focus groups have been run further groups will be established

to understand perceptions of individuals from other under-represented groups.

An analysis report was produced following the focus groups and a summary of the focus group findings have been shared (verbally with IAG Lead) and the final report will be circulated for comment in due course. The findings are being combined with plans to address issues resulting from the staff survey and key actions will be progressed through the Positive Action Plan that is currently being drafted. Once the plan is developed consultation will follow with IAG leads on the proposed actions outlined.

## **DISABILITY**

This includes:

- Service Delivery to members of our Disabled communities
- Progress of the Disability Action Plans

### **Disability Action Plan 2009-2012 (Year 2 2010/2011)**

#### **Overview**

The SIAG were informed that our revised Disability Action Plan 2009 –2012 was published in December 2009. The SIAG have been advised that the Action Plan is an 'organic' document and was therefore updated and republished for December 2010. The SIAG have been informed that the plan would be updated again in December 2011 and this will lead us into the requirements of the new Equality Act from the spring of 2012.

As well as consulting through the SIAG lead for disability, the updated Action Plan was consulted on at the Disability Involvement Forum meeting in December 2010, at the Force Disability Action Group in January 2011 (including strategic IAG disability representative), and at Crystal Clear (Disability Staff Support Group) in January 2011.

The SIAG will review and feed back on the action plan through the year, directed via their SIAG lead for disability.

#### **SIAG Activity**

The SIAG lead for disability highlighted that her personal experience of some police buildings was that they were 'unfriendly' to wheelchair users. She did, however, note that recent new builds were fully accessible, therefore showing

how disability discrimination was very much in the mindset of new building projects.

Throughout the year, the SIAG Lead member for Disability 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.

## **ADDITIONAL SIAG ACTIVITIES**

### **Equality Standard for The Police Service**

#### **Headquarters and Central & Corporate Department Review**

The SIAG received a full brief on the Equality Standard for the Police Service in July 2010. The SIAG were advised of the structure as follows:

There are 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.

The role of the SIAG was discussed and agreed by all that the purpose of the SIAG engagement in respect of the ESPS was to provide community feedback on the progress that was being made.

It was also agreed the SIAG would focus on progress being made centrally and corporately and BCU IAGs would focus 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.

The SIAG were advised that Senior Management Teams were responsible for progressing the Standard within their areas and departments and they were being supported by the Diversity Support Team (DST). They were being required to evidence the meeting of Standard objectives on an IT based product designed by the DST.

The SIAG were informed that the overall objective was that by the end of the financial year (2010/11) the Baseline objective right across all areas would have been achieved (100%) and 50% at Integrating. This would enable the

identification of good work streams and the subsequent improvement of functions, service and delivery.

### **SIAG Activity**

The DST now meets an ESPS Subgroup on a bi-monthly basis to review objectives agreed by the SIAG Chair in consultation with the DST. Membership for the sub-group consists of the SIAG Chair, the SIAG Disability lead and the Chairs of the 6 BCU IAGs.

The DST produce a brief surrounding the chosen objectives and this is provided as pre-read material for the members.

The knowledge gained by BCU Chairs sitting on the SIAG assists them to provide community feedback at the local BCU level. The valued role of the IAGs was recognised, as diverse community perspectives were always welcomed to provide meaningful feedback.

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

Feedback from the SIAG ESPS Subgroup is recorded in the IT Tool and feedback to the relevant departmental single points of contact for the ESPS.

## **National Independent Advisory Group Annual Conference.**

### **Overview**

Kent Police hosted the 10<sup>th</sup> National IAG Conference in November 2010 at the Ashford International Hotel. The event was a considered success with IAG and Police attendance from England, Wales, Scotland, and Northern Ireland, as well as from the Netherlands Rotterdam Police. There were 120 delegates in total.

The conference was spread over two days with numerous speakers from the police service, police authority and IAGs, as well as a very enlightening motivational talk from a woman polar explorer.

The conference allowed for a lot of delegate involvement and participation promoting debate and discussion for the benefit of all.

The evening formal dinner on day one allowed delegates ample networking opportunities and a chance to make new contacts relevant to their roles and functions.

Day two involved breakout session covering the following subject areas:

- IAGs – Independence versus critical friend
- The role of Independent Critical Incident Advisors
- Scrutinising progress against the Equality Standard for The Police Service
- Multi strand and single strand IAGs: Pros and cons
- Joint priority-setting with police and police authorities
- Meeting the training needs of IAG members.

## **Chairpersons Report – National IAG Conference**

### **Gurvinder Sandher**

This was only the second National Conference that I have attended. I was very pleased with the representation that we had from Strategic Independent Advisory Group (SIAG) members as well as colleagues from Kent Police and the Police Authority.

I felt that the conference this year was a lot more focused around the future development of IAGs with colleagues able to gain perspectives from what was going on around the country. The agenda made a real attempt to get as much out of the delegates as possible. For a national event like this it can be difficult to maintain the interest of the delegates but I think on the whole this was achieved.

It was clear last year and even more this year that IAGs are at different levels of development. To me it also reinforced the point that IAGs need to be focused about working locally and making a difference in their respective policing area rather than trying to set up national structures, as it is clear that locally is where we can make the most difference. Any national set up at this stage would take away vital time and resources from what we are trying to achieve locally.

It was pleasing to see that the Minimum Standards document which Adrian Leppard as ACPO Equality, Diversity and Human Rights Portfolio Lead for Stakeholder Engagement has been working on with his staff officers was on the whole well received with only minor adjustments. I hope that over the coming months these minimum standards start to be adopted amongst the different IAGs around the country. I am confident that in Kent we meet all of

these minimum standards already at a county level although some more work could be done at a Basic Command Unit (BCU) level.

The conference also highlighted that the IAGs continue to have a vital role to play. In the current economic climate they are required more than ever. To me they are an excellent example of the "Big Society" model in action. With people coming together to make a positive difference for their communities, challenge the Police where necessary, acting as a critical friend, promoting the positive outcomes and trying to engage communities on the ground. I know through my discussions with colleagues in Kent and at the conference that we are looking to develop the work and output of the IAGs further. I am sure there will need to be some savings found from our budget but nonetheless the commitment and investment in Kent is still there and I hope that nationally this continues to be the case as well.

In conclusion the conference for me underlined that IAGs provide a unique insight into the diverse communities where we live and work. They provide the Police and the Police Authorities with independent advice, which is not clouded by concerns about upsetting anyone or future career prospects. IAG members in Kent are all here because we are committed to making a difference, may the work of making a difference become stronger as a result of this conference.

## Priorities for 2011/2012

Following discussion with the KPA and Kent Police in January 2011, and in line with elements of the Kent Policing Plan 2009/2012, the IAG will focus on the following areas:

### **Building Community Confidence** – This will include:

- Neighbourhood Policing / PACT Meetings
- Anti-Social Behaviour
- Harm in respect of vulnerable people
- Hate Crime
- Stop and Search
- Recruitment of Specials
- Force re-organisation.

In addition to the above it will also be looking at other issues as and when they arise. It is important for the SIAG to be flexible and be able to react to circumstances as they evolve over the coming year.

## CONTACT US

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### Kent Police

In an emergency dial: 999

For all non-emergency calls: 01622 690690

For all non-emergency calls for d/Deaf and speech impaired people, use the SMS text messaging service. Start the text with the word `Police`, write the message and then send to 60066. Kent Police will reply with a confirmation message.

Kent Crimestoppers: 0800 555111

Anti Terrorist Hotline: 0800 789321

National domestic violence helpline: 0808 200247

Kent Homophobic and Transphobic incident reporting line: 0800 328 9162

Kent Racial incident reporting line: 0800 138 1624

True Vision website for reporting all hate crime: [www.report-it.org.uk/](http://www.report-it.org.uk/)

**The above Kent Police services are available 24/7.**

You can also report minor crimes, such as theft and criminal damage, to Kent Police by logging onto the Kent Police Website at <http://www.kent.police.uk> and select the quick link.

***This document is available in alternative formats and can be explained in a range of languages.***

***Telephone 01622 652442 or email [diversity.team@kent.pnn.police.uk](mailto:diversity.team@kent.pnn.police.uk) for more information.***