

**Independent Advisory Group**



**for policing in Suffolk**

**ANNUAL REPORT  
2013/2014**

**Bhupindar Singh Sually  
Chairman**

## **INTRODUCTION**

I am pleased to present the Annual Report of the work of the Independent Advisory Group for the period June 2013 to May 2014.

I would like to thank the Group members for their support and attendance. I would also like to thank the Office of the Police and Crime Commissioner and Constabulary for their continued support.

## **MEMBERSHIP**

As at 31 May 2014 membership of the Group stands at eleven:

Pamela Bickley (Vice Chair)  
Monika Burda  
Nurul Chowdhury  
Shoomi Chowdhury  
James Gardner  
Beverley Levy  
Pam Littlejohn  
Yun Fai Pang (Vice Chair)  
Charlotte Prentice  
Adilson Rita  
Bhupindar Singh Sually (Chair)

### ***Recruitment and Resignations***

There have been four resignations in the last year – Rishi Kitaruth left in the main to spend more time with family and Robin Herne stood down due to work and other commitments which made it difficult for him to attend meetings. Charlie Karabulut and Maria Beamont both resigned, after a short appointment to the Group – Charlie as he had concerns about what contribution he could give because of his limited understanding of written English and Maria because of work commitments.

Monika Burda and Adilson Rita are relatively new appointments to the Group and their experiences and input to the Group have been much welcomed. Pam Littlejohn, who stood down from the Group in 2011, also returned in March 2014.

Two further applications have been received and arrangements are being made to interview those individuals. An application pack has also recently been sent out to another person interested in joining the Group.

I would really like to attract more members over the coming year, especially to improve geographic and Black and Minority Ethnic representation. It would also be nice to get some more younger people involved in the work of the Group.

## **SUMMARY OF IAG ACTIVITIES**

Formal meetings of the Group took place on 14 August 2013, 12 November 2013, 28 January 2014 and 8 April 2014.

There have been a number of key topics that the Group have discussed over the last year which are summarised below:

### **ENGAGING WITH CHIEF CONSTABLE, DOGLAS PAXTON**

In June 2013 Beverley Levy and I met with Chief Constable, Douglas Paxton to update him on the work of the Group. Subsequently the Chief Constable attended the Group's meeting in August 2013 at which he expressed his support for the work of the Group and introduced himself to members, which was very positive.

In April 2014 Pam Bickley and I met with the Chief Constable once again to discuss current issues such as Stop, Search and Encounter, the Constabulary's mental health community nurses trial and the work of the Group.

### **REVIEW OF COMMUNITY SAFETY AND DIVERSITY, INCLUDING CONSULTATION ON THE CONSTABULARY'S DIVERSITY AND EQUALITY STRATEGY**

In August 2013 members of the Group were updated on the Constabulary's work to review the structure of its Community Safety Department and the Diversity Unit to ensure that those functions were carried out more effectively and owned more broadly across the organisation. Whilst members of the Group expressed some concerns they were assured that there would be no reduction in service and were keen to see how the Constabulary's plans developed.

In November 2013 members received an update on progress with the review work and received a copy of the Constabulary's Terms of Reference for reviewing its Diversity Meetings and Action Plans. It was explained that the work would include looking at Constabulary meetings in terms of content, frequency and representation, a review of the role of the Constabulary's Diversity Champions, consideration of the development of the Constabulary's Community Consultation Groups and key contacts. It was agreed that the Constabulary's links with the Group would also be considered.

In January 2014 members were advised that the Constabulary's new Diversity and Equality Strategy had been developed and would be shared with the Group for consultation. Members considered the draft document at their Away Day session held on 25 February 2014 and provided feedback to the Constabulary.

A further update on progress on development of the Strategy was reported to the Group on 8 April 2014.

### **HATE CRIME**

In November 2013 the Group received an update from the Suffolk Hate Crime Service which included an update on the hate crime awareness week activities in mid-October, the Mencap 'Stand By Me' pledge and the 'Stay Safe Scheme'.

It was acknowledged that education was a key factor and members were pleased to hear that a new DVD about hate crime had been produced and discussions were taking place to see if it could be used or adapted for training and raising awareness

in schools. It was reported that links with the Constabulary's Police Cadet Scheme had also been established.

Members were reminded that the latest Hate Crime statistics are at [www.suffolkhatecrime.org.uk](http://www.suffolkhatecrime.org.uk)

On 4 April 2014 Pam Bickley and I both attended the 'Stop Hate Crime Together' event held at Police Headquarters which was used to encourage organisations to come forward as third party reporting centres. The event was useful, particularly in terms of networking, and resulted in a number of organisations expressing an interest in signing up to assist.

### **POLICE RECRUITMENT IN SUFFOLK**

During 2013 I raised my concerns, which the Group supported, about the recruitment of Suffolk Special Constabulary Officers and Police Community Support Officers as regular officers by other forces. I had been led to believe that this was happening as a result of Suffolk raising the pass mark above the national average in terms of the assessment centre process. The Group queried why Norfolk and Suffolk had put the pass mark at 57% (which was above the national average) and how that decision was made. As a result of the query Chief Officers in both Norfolk and Suffolk asked the Joint Human Resources team for a report on the position and details of the decision-making progress behind that pass mark figure.

In January 2014 the Group received an update from the Human Resources team about recruitment in Suffolk, including numbers recruited, assessment centre attendance, representation and changes to the Assessment Level pass mark. The presentation was also used to illustrate what difference setting the pass mark at the National Average would have had. Members were advised that Chief Officers had requested some further work on the matter, including an Equality Impact Assessment in relation to the pass mark. It was also reported that the Constabulary had appointed a Positive Action Recruitment Officer who would be working to improve representation across the Constabulary in general. A further update will be provided to the Group later in 2014.

### **STOP, SEARCH AND ENCOUNTER**

Stop and Search remains a standing agenda item for each meeting of the Group.

The Group is represented on the Constabulary's Stop and Search Improvement Partnership and the community-led Stop Search Reference Group.

The Police and Crime Commissioner's Accountability and Performance Panel receive six monthly reports on the Constabulary's use of Stop, Search and Encounter which are shared with the Group. The Constabulary produce quarterly statistical data on Stop and Search which is shared with the Reference Group and made available on the Constabulary's website.

In December 2013 Assistant Chief Constable Tim Newcomb retired from the Constabulary and Temporary Assistant Chief Constable David Skevington took over Chairmanship of the Search Improvement Partnership. Members were pleased that David Skevington had taken over the role at Chief Officer Level given his previous experience in leading the Stop and Search work at Ipswich in his former Superintendent role. The Police and Crime Commissioner is represented on the Improvement Partnership and assists with Stop and Search 'dip-sampling' with the Assistant Chief Constable on a quarterly basis. The Reference Group also carry out 'dip-sampling' of Stop and Search forms five times per year.

Superintendent Terry Byford leads the Constabulary's work on stop and search and regularly provides updates to the Group on progress – we are very grateful for that input.

### **IAG AWAY DAY – 25 FEBRUARY 2014**

We were really pleased to meet informally away from the Police setting to discuss a number of key issues as a Group.

Independent Advisory Group



Agenda items included:

- Diversity and Equality Strategy – IAG consultation/discussion on role
- Stop, Search and Encounter
- Police Recruitment in Suffolk
- IAG Plans for 2014/15
- IAG Membership
  - Sub Groups, e.g. Hate Crime/Training
  - Mental health representations at police stations
- Getting 'out and about' and planning for the SNT Development Days – 6, 12 & 13 May 2014

Actions arising from the Away Day were discussed at the Group's meeting on 8 April 2014.

### **BBC RADIO SUFFOLK RADIO INTERVIEW**

Beverley Levy and I took part in a radio interview with Mark Murphy from BBC Radio Suffolk on Thursday 3 April 2014 about the role of the Group which was aired on Wednesday 9 April 2014. We found it to be a positive experience which we hope has helped to raise the profile of the Group.

### **CONSTABULARY SAFER NEIGHBOURHOOD TEAM DEVELOPMENTS DAYS – 6, 12 AND 13 MAY 2014**

I am really pleased to report that between us Pam Bickley, Yun Fai Pang, Adilson Rita, Monika Burda and I provided a inputs to approximately 300 Constabulary Safer Neighbourhood Team staff over three days on the role of the Group, how we can help them and the types of activities we get involved in. Having attended all three sessions myself I can see what a great opportunity this was to raise general awareness of our role and we hope this will result in the Constabulary utilising us more over the next year. I would like to thank those members who were involved.

### **POLICIES AND PROCEDURES**

One of the key roles of the Group is to provide the police with independent advice on developing plans, policies and procedures, which help shape the way Suffolk is policed. On a regular basis, outside of the meeting structure, members are consulted on new and revised policies and procedures as part of the Constabulary's Equality Impact Assessment process. In the last year the Group has been consulted on the following joint policies and procedures:

- Acceptance of Gifts and Hospitality
- Anti-Social Behaviour Procedure
- Assisted Learning Scheme
- Communications Data Acquisition
- Crime Management Procedure
- Disclosure of Sensitive Material
- Domestic Abuse
- Equality Impact Assessments
- Examination of Cannabis Cultivation Scenes
- Firearms and Explosives Licensing
- Fitness Testing
- Good Work Recognition
- Health & Safety
- Hostage and Crisis Negotiators
- Intelligence Interviews
- Joint Student Unsatisfactory Performance
- Learning and Development
- Management of Corporate Documents
- Management of Unauthorised Encampments
- Photographic Images

- Police Interview and Statement Provision
- Procurement
- Recovery and Disposal Of Ballistic Items
- Relocation
- Secondments
- Seizure of Vehicles Used in an Anti-Social Manner
- Seizure, Retention and Disposal of Uninsured Vehicles/Vehicles Driven Without a Valid Licence
- Staff Support Network Groups Policy
- Surveillance
- Wanted Persons Management
- Working Time

### **FUTURE MEETING DATES**

The Group has scheduled the following meeting dates in 2014. These meetings are not open to the public.

- Tuesday 9 September 2014.
- Tuesday 4 November 2014.

### **BUDGET**

The Chief Executive of the Office of the Police and Crime Commissioner is responsible for administering the budget for meeting the running costs of the IAG. The main costs arise from the meetings of the IAG e.g. travel expenses and catering.

The Chief Executive reports the following outturn position for the 2013/14 financial year ending 31 March 2014:

<b>Budget</b>	<b>£3,500</b>
Members' Expenses	£ 388
Catering, printing & badges	£ 213
Away Day	£ 344
<b>Total Spend</b>	<b>£ 945</b>
Underspend	£2,555

The IAG budget for 2014/15 has been set at £3,300.

### **MY SUMMARY**

I would like start by thanking my group for all their hard work this year. As we have said goodbye to some members, we have welcomed new ones showing once again how, as a team we continue to expand and push forward in an ever positive manner.

I would like to extend my thanks to the PCC, over the past year we have built a great working relationship and I look forward to this only getting stronger in the future.

I would like to welcome Douglas Paxton, our new Chief Constable. I have had two meetings with Douglas thus far, one with Beverly and one with Pam, both I thought were positive and I look forward to his support of the IAG. He has acknowledged and congratulated the group for our work so far, and I am sure he will help to engage the police and IAG and utilise the skills and experience this group brings as we move forward together.

I would like to thank Superintendent Terry Byford and Chief Inspector Jenny Powell for their work with the IAG, particularly on Stop, Search and Encounter and Diversity.

I would like to welcome Liz Hollingworth, Office of the PCC, who will be assisting and supporting the IAG. I commend the commitment she has already shown in coming in on her day off! We all very much look forward to working with you!

Finally, I would like to pass on my best wishes to Sarah McNulty, Office of the PCC. She has been with us as a group for the past 7 years and I say without hesitation that her commitment and hard work has been the backbone of this group. I know lots of the work we do would not be possible without her efforts! We wish her all the very best as a new mum, and look forward to hearing from her soon!

As we look forward to the year to come, I would like to reiterate my thanks to the group for all their hard work and efforts that make the IAG a success. As we move forward the new year, we look to our partners to continue their support of us and continue the excellent work that has gone on.

### **ACTIVITIES FOR THE COMING YEAR**

The following areas of interest and training have been identified for the coming year:

- Update on Police Recruitment in Suffolk;
- Hate Crime DVD and update;
- Develop links with the Norfolk and Essex IAGs (ongoing);
- Diversity Induction Training (ongoing);
- Proactive involvement in the Stop and Search Improvement Partnership and Reference Group;
- Continued efforts to recruit from the wider Suffolk Community, raise general awareness of the Group and get involved in local community policing events.