

Independent Advisory Group



for policing in Suffolk

**ANNUAL REPORT
2016/2017**

**Liz Harlaar
Chair**

INTRODUCTION

I am pleased to present the Annual Report of the work of the Independent Advisory Group (IAG) for the period June 2016 to April 2017. 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.

By the time of the IAG AGM on 19th April, I will have had the honour of chairing the Group for around 9 months and it has been, and continues to be, a fascinating and educational experience. I took over as chairman (I could never say 'replace') from Bhupindar Sually, who was chairman from June 2008 to July 2016, and has completed over ten years' service with the Group. During that time, Bhupindar has been key to the innumerable discussions and debates with the group, the Constabulary, the Police and Crime Commissioner and before that, the now long defunct Suffolk Police Authority. Bhupindar is a very tough act to follow and I wish him well for his future endeavours and countless thanks for his contributions and sage advice over the years.

2016 – 2017 has seen Suffolk Constabulary and the PCC striving to meet the changing types of crime and coping with the challenges of resourcing and public demand. As a Group, we in turn offer our help, advice and support to them. We are a voice (but not 'the' voice) for the many diverse individuals and communities in Suffolk.

During the year IAG members have deliberated how they can fulfil their role in advising the PCC and Constabulary more efficiently and effectively. This has included looking again at the role and purpose of the group, discussing the use of technology to communicate better and reach a wider member base, raising the profile and visibility of IAG within the Constabulary, considering the current recruitment process and revising the materials that are currently used to attract potential members. We are now in a position to take this work forward but this is where we need help too as we are looking for volunteers to help us in this very special role as Independent Advisory Group members. Please get in contact if you're interested, we'd love to hear from you.

Best regards,

Liz Harlaar

MEMBERSHIP

As at 31 March 2017 membership of the Group stands at nine:

Pamela Bickley (Vice Chair)
Monika Burda
Liz Harlaar (Chair)
Banseka Kayembe
Pam Littlejohn
Adilson Rita
Neil Sturgeon
Bhupindar Singh Sually
Ria Towill

Recruitment and Resignations



In July 2016 Nurul Chowdhury and Beverley Levy attended the Long Service Awards Ceremony at Police Headquarters where they were thanked by the Police and Crime Commissioner and Chief Constable for their service to the Group from its inception in 2006 until their end of term in 2016.



In April 2017 Bhupindar Singh Sually attended the Long Service Awards Ceremony at Police Headquarters where he was thanked by the Police and Crime Commissioner and Chief Constable for his service to the group including the period as Chair between June 2008 and July 2016.

Monika Burda resigned in April 2017 due to family and home commitments.

One application for membership was received in March 2017.

SUMMARY OF IAG ACTIVITIES

Formal meetings of the Group took place on 18 July 2016 – Annual General Meeting, 21 September 2016, 14 November 2016 and 23 January 2017. There was also an IAG Away Day on 20 March 2017.

IAG MEETING – 18 JULY 2016 – ANNUAL GENERAL MEETING

Digital update and consultation

Chief Inspector Matt Rose and Charlotte Simon provided an update on the Constabulary's website project and digital IAG progress.

Members were advised that the new Constabulary website would be launched on 31 August 2016 and would have new functions including facilities for reporting crime, tracking crimes and accessing updates, making online payments and improved accessibility. Members offered their assistance in helping to test the site and queried what action would be taken to make the public aware of the changes.

Chief Inspector Rose outlined proposals for an IAG micro-site to increase IAG membership in volume and diversity as well as to increase interaction with the Constabulary. The Group made a number of suggestions for consideration.

Positive Action Recruitment

Mandy Morters, the Constabulary's Positive Action Recruitment Officer, appointed in April 2016, advised that a five year Positive Action Strategy had

been developed with the Ipswich and Suffolk Council for Racial Equality (ISCRE) to consider how best to approach recruitment through the community. It was acknowledged that younger people (18-24) were applying to join the Constabulary but for many Black and Minority Ethnic families did not consider the police as a 'career' so work was needed to promote the various police specialisms and paths for progression. Members were encouraged to let Mandy know about any relevant events they were involved in that the Constabulary could use to promote vacancies.

Stop, Search and Encounter

Members were consulted on the Constabulary's new Stop and Search policy which had been revised to reflect recent changes. Superintendent Andrew Mason advised members that the findings of the Her Majesty's Inspectorate of Constabulary (HMIC) Inspection of Stop and Search in October 2015 had been published in May 2016. Suffolk Constabulary was one of only 12 forces to be rated as 'Good' and no Constabulary had been rated 'outstanding'.

It was noted that overall use of Stop and Search was decreasing and there was a positive outcome rate of 30% (National Average of 20%) which was an improvement from 8% in 2013. HMIC had recommended the Constabulary act to understand the level of disproportionality in Suffolk further. A response to HMIC would be delivered in Spring 2017.

Other changes included measures for implementing recording of Section 163 of the Road Traffic Act – the power to stop a car and adopting the national Stop and Search training package from the College of Policing.

IAG MEETING – 21 SEPTEMBER 2016

Prevent and Community Cohesion

PC Faruk Ullah, the Constabulary's Prevent and Community Cohesion Officer, advised of his work to deliver WRAP (Workshop to Raise Awareness about PREVENT) Training. He advised members that PREVENT was part of the Government's counter terrorism strategy. He attends quarterly meetings of the Prevent delivery group and links in with the leads for partnership organisations such as the prisons.

He advised that referrals were often made when there was no risk, for example where someone was not expressing themselves appropriately and sometimes this was media driven. Referrals were increasing which appeared to be event driven, for example after international terrorist events. A large proportion of referrals were from education and the majority were young people so he was linking in with schools to offer advice and guidance. It was noted that an audit of Third Party Reporting Centre was being undertaken.

IAG MEETING – 14 NOVEMBER 2016

Emerging Communities

Shub Singh outlined his work as the new Emerging Communities Co-ordinator within the Constabulary's Community Safety Department. He advised that his role focused on four areas of work:

- Working with partner organisations & community partners such as Disability, Faith, LGBT and Minority Ethnic groups.
- Vulnerable Communities – Supporting the Single Points of Contact in the Safer Neighbourhood Teams.
- Developing a 'Contact Directory' as a resource for the Constabulary.
- Co-ordinating Constabulary presence at events and campaigns - Attending community events to bring greater visibility and accessibility. The Constabulary continues to work in the community to build relationships.

Membership and Recruitment – IAG Logo

Members discussed proposals for a revised logo for the Group which could be used for future branding. It was agreed that it would be useful to establish which communities IAG members were in touch with at present and consider ways to get in touch with a wider audience. There was discussion about attracting younger people to the Group and it was suggested that the promotional material was not well targeted at that demographic.

IAG MEETING – 23 JANUARY 2017

Police and Crime Plan

Tim Passmore attended the meeting and provided an update on his Police and Crime Plan for 2017-2021. He thanked members for their contribution to the Consultation process. He said that the plan built on the achievements from the previous plan. It focused on Roads Policing and victims of Domestic Abuse, Serious Sexual Offences, wider hidden harm and Hate Crime. It was noted that new proposals for the Hate Crime Service were being developed which would encompass a review of third party reporting processes.

He said that Suffolk Constabulary was performing well in demonstrating Value For Money and remained a safe county. He spoke of the review of government's funding formula and the results of the recent consultation which would be used to try to obtain a fairer share for Suffolk. There was discussion about various topics: recruitment, partnership working, the control room, police cadets, victims, cyber-crime, court closures, complaints, police training and equipment, engagement, volunteering and community engagement.

Working with Young People, Anti-Social Behaviour (ASB) and Working in Schools

The Group received a presentation from Vicky Jones, ASB and Young People Co-ordinator and Sergeant Darren Oxbrow about their work with young people and work in schools. They explained the aims of reducing demand on the police, improving partnership working and sharing best practice and ensuring safeguarding. Members were pleased to hear that the police partnership work with schools was still taking place and how resources were being used. It was acknowledged that it was not beneficial for young people to enter the Criminal Justice system and that early intervention was crucial.

Stop, Search and Encounter

Members received a written update on progress further to the paper considered by the Police and Crime Commissioner's Accountability and Performance Panel on 16 December 2016. It was noted that a new training package had been developed by the College of Policing and recommendations for delivery were being considered by Chief Officers. The overall use of Stop and Search in Suffolk was falling in line with national trends and was being used in a targeted way. Data was being made available to show those persons stopped who provided a Suffolk address and those that held residence outside of Suffolk to help aid the understanding of the data. The Norfolk and Suffolk Constabularies joint Stop Search policy had been re-drafted and circulated for consultation. A trial of a stop search "app" for officers to use on the new smart phones and tablets was being launched which would ensure even more accurate recording of data.

IAG AWAY DAY – 20 MARCH 2017

Five members of the Group met informally on 20 March 2017 to discuss various topics, including the development of this annual report, a review of the year, plans for 2017/18 and to consider a number of policy documents. Members also received an operational update from Superintendent Kerry Cutler.

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 (April 16 – March 17) the Group has been consulted on the following policies and procedures:

- Abnormal Loads
- Acceptable use of Information Systems and Assets
- Acting, Temporary & Promotions (Police Officers)
- Adult Sex Work and Sexual Exploitation
- Anti-Bullying and Harassment in the Workplace
- Body Worn Video
- Change Management (Review)
- Child Sex Offender Disclosure Process
- Child Sexual Exploitation
- Covert Human Intelligence Source
- Crime and incident investigation
- Crime and Incident Recording
- Crime Handling and Weeding
- Crime Management
- Custody Policy
- Cyber Investigation and Open Source
- Data Destruction
- Deaths
- Digital Continuity
- Disclosure of Sensitive Material
- Distraction Burglary / Rogue Traders
- Domestic Abuse
- Domestic Violence Disclosure Scheme
- Drugs Seizure and Identification
- Electronic Facial Identification Techniques
- Electronic Information Security
- Email & Intranet Use
- Equality Impact Assessments
- Examination of Cannabis Cultivation Scenes
- Fingerprint & DNA Identification
- Firearms and Explosives Licensing
- Firearms Intelligence Response'
- Forward Intelligence Teams
- Good Work Recognition
- Government Security Classification Scheme
- Grievance Policy
- Housing Management
- Human Resources policy – References
- Information Risk Management
- Information Security
- Information Sharing
- Intelligence Interviews'
- Intelligence Management
- Interviews, Tape Recordings, Written Records and Statements
- Job Evaluation
- Job Related Fitness Testing
- Management of Correspondence
- Management of Police Pursuits
- Managing Substance Misuse
- PACE (Police and Criminal Evidence Act) Production Orders
- PAVA Irritant Spray
- Performance and Development Review (PDR) policy
- Photographic Images (Evidential)
- Physical and Personal Security
- Police Support Units
- Policy Creation
- Property Seized Subject to Enquiry
- Provision of Physiotherapy Services
- Psychoactive Substances
- Psychoactive Substances – Trading Standards
- Public Order – Evidence Gathering Team
- Recovery and Disposal of Ballistic Items
- Road Traffic Collision
- Secondments
- Securely Vacating Locations
- Seizure Retention and Disposal of Monies
- Special Constabulary
- Staff Support Network Groups
- Stop and Search Policy
- Talent Management
- Temperature in the Workplace
- Volunteer Cadet Scheme
- Witness Intimidation and Support

The group were also asked to input to the redevelopment of standardised letters sent by the Professional Standards Department in response to complaints.

Policies in the consultation phase are included as an agenda item at each meeting for discussion by the group before submitting an individual response.

TRAINING AND OTHER ACTIVITIES

As highlighted in last year's report members were keen to revive their role in observing Constabulary training Members attended, observed and provided feedback on the following Constabulary training:

- Taser Training – 19 January 2017

Members participated in the following events:

- Suffolk Constabulary Confidence and Satisfaction Board – 27 July 2016
- Meeting with the Chief Constable and Assistant Chief Constable – 8 August 2016
- Project Breach – Cyber Crime Event – 8 September 2016
- West Meadows Open Day – 12 September 2016
- Ipswich Faith and Community Forum – 1 October 2016
- Hate Crime Vigil – Bury St Edmunds – 15 October 2016
- Suffolk Constabulary Recruitment Evening – 25 October 2016
- Public Encounters Board and Stop Search Event – London – 3 November 2016
- Hadleigh PCC Public Meeting – 21 November 2016
- Emergency Service Carol Service – Bury St Edmunds – 12 December 2016
- Counter Terrorism Unit Ideology Workshop – 3 April 2017

Members also regularly attend the following Constabulary/Partnership Meetings:

- Diversity Board
- Stop and Search Reference Group

During the year the IAG members have been asked to provide input to Suffolk Constabulary in response to major incidents so that concerns within Suffolk communities or tensions arising could be raised. These include community impact assessments on: hate crime incidents (post EU referendum), missing person Corrie McKeague (October 2016 onwards), West Meadows incidents (December 2016) and incidents relating to drugs and violence in Ipswich (March 2017).

FUTURE MEETING DATES

The Group has scheduled the following meeting dates in 2017.

- Monday 24 July
- Wednesday 20 September
- Monday 13 November

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 2016/17 financial year ending 31 March 2017:

| | |
|-----------------------------|---------------|
| Budget | £2,500 |
| Members' Expenses | £1,208 |
| Catering, printing & badges | £ 567 |
| Total Spend | £1,776 |
| Underspend | £ 725 |

The IAG budget for 2017/18 will remain at £2,500.

ACTIVITIES FOR THE COMING YEAR

- Tour of the Contact and Control Room (prior to AGM on 19 April 2017)
- New Officer training and development
- Revision of IAG material and member recruitment
- Stop and Search Ride Along
- Input from the Constabulary on Body Worn Video and Protective Services

COMMENTS FROM MEMBERS

Why I am a member of IAG:

- Because I wish to have a better understanding of policing and influence development
- To increase community cohesion trust and understanding of the police
- To work with "hidden faces " and people most likely to experience prejudice to report crime especially hate crimes
- Undergo training and raise awareness of the IAG

I feel the IAG is valued and respected by Suffolk Constabulary as demonstrated by the support and input at our meetings. I remain a "critical friend".

Pam Littlejohn

In the early part of the new century Suffolk and Essex Constabularies worked to create what is now the Independent Advisory Groups. Among the first meetings I attended was the emergency response due to the murders of five street workers. It was my first experience of seeing the team work so quickly and effectively with the Constabulary. Through my 11 years' service many incidents, both serious and minor, were dealt with professionally and in close collaboration with the IAG.

The IAG has always approached their work with the interest of the community at its heart. We live in a multi-faith, multi-cultural society, and the IAG has endeavoured to reflect that when advising the Constabulary and the PCC. As Chair I have had the privilege and pleasure of working with members of the group from all walks of life. I

believe this is the greatest strength of the IAG and the key to ensuring it remains an effective critical friend to the Constabulary.

Over the years many friends and colleagues have come and gone. I should like to thank Sarah McNulty who for many years has supported the IAG and has become a wonderful friend. I will always cherish the many hours spent in preparing difficult tasks. In recent times Liz Hollingworth has joined the Office of the PCC working alongside Sarah. My gratitude and thanks go out to her for her knowledge and support in keeping the group informed at all times.

I have also had the pleasure to work in partnership with the Constabulary and its Chief Constables, including of course our current Chief, Gareth Wilson. Gareth has always been committed to supporting the important work the IAG has done and I am sure that will continue. IT has also been a pleasure working with the Suffolk Police and Crime Commissioner, Tim Passmore, who is supportive of IAG and has become a personal friend. I want to thank him as well for his time in attending the Ipswich Gurdwara and meeting the community.

I take my leave from the IAG, in the knowledge that the reins are in the proactive hands of Liz Harlaar a lady of vision and foresight. I wish her, the IAG and everyone at the Constabulary all the very best for the future.

My best wishes and kind regards to you all,
Bhupindar

Bhupindar Singh Sually