

ORIGINATOR: DEPUTY CHIEF CONSTABLE

DECISION NUMBER: 14 – 2024

REASON FOR SUBMISSION: FOR DECISION

SUBMITTED TO: POLICE AND CRIME COMMISSIONER

**SUBJECT: RACE ACTION PLAN INDEPENDENT ADVISORY AND SCRUTINY
PANEL PROPOSAL**

SUMMARY:

1. Suffolk Constabulary is establishing an Independent Advisory and Scrutiny Panel to support effective, community engagement in the delivery of the Police Race Action Plan in Suffolk.

RECOMMENDATION:

1. The PCC is recommended to contribute funding of £6k (50%) toward the £12k overall cost of introducing and operating the Independent Advisory and Scrutiny Panel for the 12 month period 1 April 2024- 31 March 2025.

APPROVAL BY: PCC

The recommendation set out above is agreed.



Signature:

Date: 11 March 2024

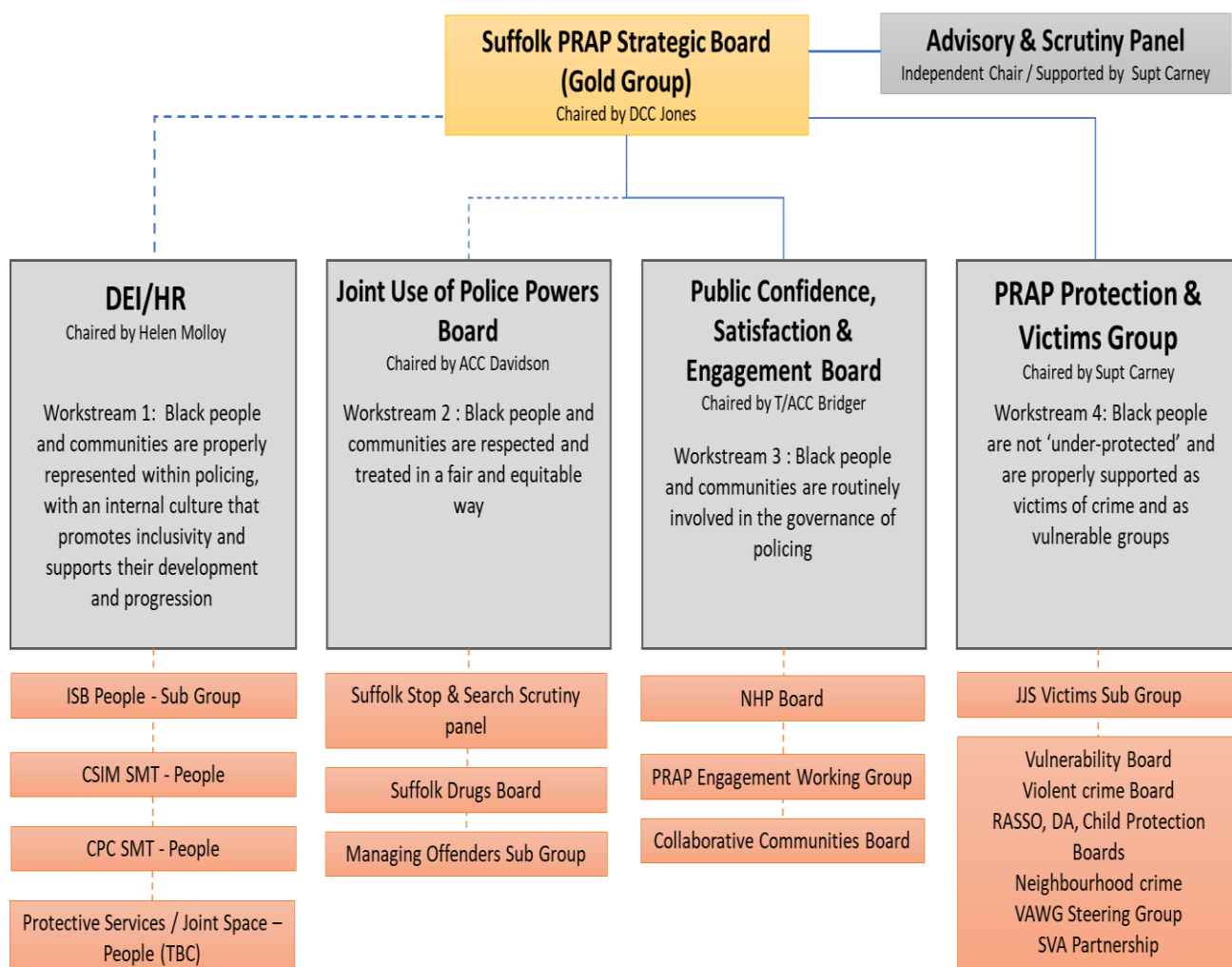
DETAIL OF THE SUBMISSION

1. KEY ISSUES FOR CONSIDERATION:

- 1.1 Suffolk Constabulary is establishing an Independent Advisory & Scrutiny Panel to support the delivery of the Police Race Action Plan (PRAP). Suffolk Constabulary's Race Action Plan seeks to build a more inclusive organisation and to address negative disparities in the experiences of Black people working in or interacting with police in Suffolk.
- 1.2 The Constabulary recognises that evidence shows that black communities, feel "over-policed and under protected", and therefore independent scrutiny and oversight of progress with the PRAP is integral to the legitimacy of the work, and the commitment to work with the consent and support of all our communities in keeping all people safe.
- 1.3 The Panel will bring together passionate people from across the Suffolk community with the will to contribute positively to the Constabulary's commitment to build a more inclusive organisation, and to shine a light on the areas where it needs to improve.
- 1.4 Suffolk Constabulary anticipates a budget of £12,000 per annum will be needed to support the Panel in its work (based on the costs outlined at 2.1) and Angelina Quamina has recently been selected, and accepted, the role to be the inaugural Chair. The Constabulary will work with the Chair to appoint a Panel and develop a shared plan by April 2024.
- 1.5 While the long-term aim is transformational cultural change, the Race Action Plan is being treated as a critical incident for Suffolk Constabulary because the effectiveness of our response will have an impact on the trust and confidence in policing, particularly among black communities. The Constabulary has provided the initial funding to establish the Panel. However, the work of the Panel will support the delivery of the Suffolk Police and Crime Plan and therefore the recommendation is that the cost is shared between Suffolk Constabulary and the OPCC once the panel is established.
- 1.6 The Suffolk Police Race Action Plan Advisory & Scrutiny Panel will act in an advisory/critical friend capacity, but also ensure through challenge and scrutiny, that Suffolk Constabulary is delivering effectively against the principles and promises within the National Plan, in a way that works for our context in Suffolk.
- 1.7 The Panel will consist of an Independent Chairperson, key members of our staff associations, and including 3 independent panel members. Depending on the talent and experience available, we may flex this membership.
- 1.8 The delivery of the Suffolk PRAP is currently overseen by the Deputy Chief Constable (DCC) who holds the position of strategic lead. The DCC chairs the Suffolk PRAP Strategic Board meetings which will continue throughout 2024/25 but with additional membership of panel members to bring in different perspectives and insight. Thematic leads are delivering against both the objectives of the National Plan and those identified through the Suffolk Benchmarking exercise and creation of a Maturity matrix.

- 1.9 The creation of an Independently chaired Advisory & Scrutiny Panel will build legitimacy and strengthen relationships with black communities, internally and externally, enabling us to trail blaze in this key area.
- 1.10 Suffolk Police is proud to be an “ice breaker” Force (which means we have been identified as good practice for others to emulate) in delivering the National Police Race Action Plan for our established involvement of communities with the way we scrutinise use of stop and search powers. The introduction of the Panel enables us to continue to build trust and improve confidence. It also helps us to explain and develop understanding of policing about why powers are necessary to keep people safe and to focus resource where it will make the greatest difference.

Figure 1 Governance



- 1.11 Membership of the Advisory & Scrutiny Panel will be made up of internal and external stakeholders and representatives of our diverse communities and SEPA, to act in the role of critical friend, but to also ensure through challenge and scrutiny that Suffolk Constabulary is delivering effectively against the principles and promises to set out within the National Police Race Action Plan.
- 1.12 Specifically, the Suffolk Police Race Action Plan Advisory & Scrutiny Panel will:

- Act as a critical friend, with an active and independent voice, highlighting issues of concern around the Plan.
- Improve Suffolk Constabulary's understanding of disproportionality that may exist in the way that it delivers policing services within Suffolk.
- Provide live feedback on the way in which delivery of the Police Race Action Plan is being perceived within Suffolk, both internally with our staff and externally with our communities.
- Advise on how the Suffolk interpretation of the Police Race Action Plan can strengthen and build community confidence.
- Support the development of sustainable partnerships that can improve long term improvements in trust and confidence within all communities.
- Test and challenge the methodology being taken towards delivery of the Suffolk Police Race Action Plan.
- Provide scrutiny of the Suffolk Police Race Action Plan and approach to delivery.
- Have the authority and independence to engage with stakeholders (internally and externally) who can offer feedback on the content and delivery of the Suffolk Plan.
- Be able to observe meetings of any of the groups involved in the Action Plan's implementation structure.
- Be able to request data and information of relevance.

1.13 The responsibilities of the board are:

- To represent the interests of Black communities in all its functions
- To hold the programme leadership to account for delivery of outcomes and benefits
- To assess initiatives contained within the Suffolk Police Race Action Plan against a set of principles to ensure: authenticity; legitimacy; usability; realism; effectiveness; and trust and confidence within Black communities and underrepresented staff.
- To critique the operational and tactical delivery to the strategic lead engage with programme team members and the governance under which they operate to provide advice and guidance.
- To scrutinise progress reports from the programme board (which will be provided to the Panel at a time and via a method agreed between Delivery Lead and Chair of Advisory and Scrutiny Panel).

2. FINANCIAL IMPLICATIONS:

2.1 Members of the Advisory & Scrutiny Panel will be compensated at a rate of £250 per meeting. Additional activities will be required from the Chairperson and Independent members who will be compensated as follows:

Table 1 Meetings and Remuneration

Activity - Chairperson	Estimated Commitment	Compensation
Quarterly Panel	4 meetings PA each scheduled for 2 hours - To include attendance, preparation, and travel time	£250 per meeting (£1,000 Per Annum)
Bimonthly Gold Meetings	6 meetings PA each scheduled for 2 hours - To include attendance, preparation, and travel time	£250 per meeting (£1,500 Per Annum)
Gold pre meeting	Up to 6 meetings PA each scheduled for 1 hour - To include attendance, preparation, and travel time	£500 per Annum
Chairpersons' compensation for additional preparation, public consultation, and engagement	Up to 24 additional hours PA	£2,000 Per Annum
Mileage (HMRC approved rate)	TBC	HMRC rate of £0.45 per mile
Total		£5,000 PA + mileage

Activity – Independent Member x 3	Estimated Commitment	Compensation
Quarterly Panel	4 meetings PA each scheduled for 2 hours - To include attendance, preparation, and travel time (estimated)	£250 per meeting (£1,000 Per Annum)
Additional preparation, public consultation, and engagement	Up to 8 hours Per Annum	£500 Per Annum
Mileage (HMRC approved rate)	TBC	HMRC rate of £0.45 per mile
Total per member		£1,500 PA + mileage

The total budget required is:

- Chairperson £5,000
- 3 Independent Members £4,500
- Mileage £500
- Ancillary costs (promotion, engagement activity etc) £2,000

Total Budget £12,000


3. OTHER IMPLICATIONS AND RISKS:

- 3.1 Since the closing of the Suffolk IAG, there has not been a strategic local group through which to build trust and confidence with Suffolk Constabulary on issues of race and ethnicity. This will enable us to make progress with our Suffolk Police Race Action Plan.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	No
Has the PCC's Chief Finance Officer been consulted?	No
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes
Have human resource implications been considered?	Yes
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Yes
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes
Has communications advice been sought on areas of likely media interest and how they might be managed?	Yes
Have all relevant ethical factors been taken into consideration in developing this submission?	Yes

In relation to the above, please ensure that all relevant issues have been highlighted in the 'other implications and risks' section of the submission.

APPROVAL TO SUBMIT TO THE DECISION-MAKER

<p>Chief Executive</p> <p>I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the PCC.</p> <div style="text-align: center; margin: 20px 0;">  </div> <p>Signature: _____ Date: 11 March 2024</p>
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