

Independent

Advisory

Group



# ANNUAL REPORT

2019





# FOREWORD

## BY PCC LORNE GREEN

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During my time as Norfolk's Police and Crime Commissioner I have enjoyed working with the Norfolk Independent Advisory Group (IAG). The value of this group is fundamental to ensuring that Norfolk Constabulary remains open, transparent and community focused.

Working together in partnership is essential to keeping Norfolk a safe place for everyone and, in my opinion, a vital partnership is the one between our police and communities.

The IAG is one example of the police and public partnership in action, a pledge I made during my election campaign. I have continued to support and drive this police and public partnership through the IAG and my direct engagement with members of public across Norfolk.

IAG members provide independent advice based upon their own views, experiences and community insight; in doing so IAG members are improving the policing service delivered to every man, woman and child in our county.

My thanks go to the IAG members for their continued support of policing in Norfolk, and I look forward to working with you in the final months of my term of office.

A handwritten signature in blue ink, appearing to be 'Lorne Green', written in a cursive style.

# Deputy Chief Constable Paul Sanford



The IAG continues to provide an important service to Norfolk Constabulary. They provide a means of helping the Constabulary to understand the needs and views of groups who would be otherwise under-represented in our decision making processes.

This is achieved by providing us with counsel when making significant operational or organisational decisions and by feeding back the views of our communities. The IAG influence much of what we do and I am grateful for their ongoing support.

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## IAG Chair Brian Walker

IAG members have made some very positive contributions to policing advice and consultation over the year. Two members have attend the Values and Ethics Committee and we have continued to help review force policies and procedures on a regular basis.

We were also on the selection panel for the awarding of the Hidden Victims Fund through the Office of the Police and Crime Commissioner to help hidden victims of crime.

I am pleased and heartened that IAG members have been consulted at various levels throughout the year. Despite continuing budget cuts throughout the constabulary both locally and nationally, I am pleased there still remains so much enthusiasm and commitment by police personnel to address the issues surrounding hate crime and the policing needs of minority communities.



We have started to implement the SPOC (Single Point of Contact) system aligned to local districts. There is much enthusiasm by senior officers, however, further work is required and hopefully the coming year will see these roles develop further.

As well as paying tribute to IAG members for their support, commitment and enthusiasm, alongside members of Norfolk Constabulary, I would like to thank Deputy Chief Constable Paul Sandford for his enthusiasm for the development of the IAG since he took office.

This year also saw long-standing member Anthony Tomkinson stand down from IAG and I would like thank him for his dedication and commitment.

The IAG continues to voice the often-unheard voices of marginalised and minority groups and in this age of political uncertainty, I believe has an even more important role to play.

# INTRODUCTION

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Norfolk Independent Advisory Group has now been an integral part of improving the quality of policing for the communities of Norfolk for over a decade.

Throughout the year, the Norfolk IAG has continued to act as a positive conduit, continuing to build trust, confidence and better relationships between diverse communities and Norfolk Constabulary.

Two new members have joined the group in 2019, helping to provide a continuous discourse between the police and a variety of communities, particularly those under represented groups across Norfolk. All IAG members are now working alongside each policing district command teams, helping to shape the way communities are served by Norfolk Police.

It is not mandatory to have an IAG but the Norfolk group has been acknowledged as good practise by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) for improving transparency and accountability.



# Policies & Procedures

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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 Norfolk is policed. On a regular basis, outside 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 (Jan 19- Nov19) the group has been consulted on the following policies and procedures.

Bomb Threats Incidents: Explosive Suspects Devices & Munitions
Business Interest and Additional occupations
Common law Police Disclosure
Confidential Reporting & Whistleblowing
Court Attendance
Debrief Procedure
Digital Device Examination
Digital Engagement & Social Media
Disclosure & Barring
Domestic Violence Protection Notices & orders
Fraud Allocation & Investigation
Immobilised Vehicles
Internet Intelligence & Investigations
Joint Consultation response- procurement
Joint Debrief Policy
Lost & Found Property
Personal Use of Constabulary Owned Assets & Personal Devices
Polygraph testing
PPE & Body Armour
Property Seized Subject to Enquiry
Provision of Uniform & Equipment
Smoke Free Procedure
Statement of Health & Safety Policy
Uniform & Standards
Uniform, Appearance & Standards
Unlicensed Music Events & Raves
Voluntary Attendance
Volunteer Police Cadet Scheme

# Summary of Activities

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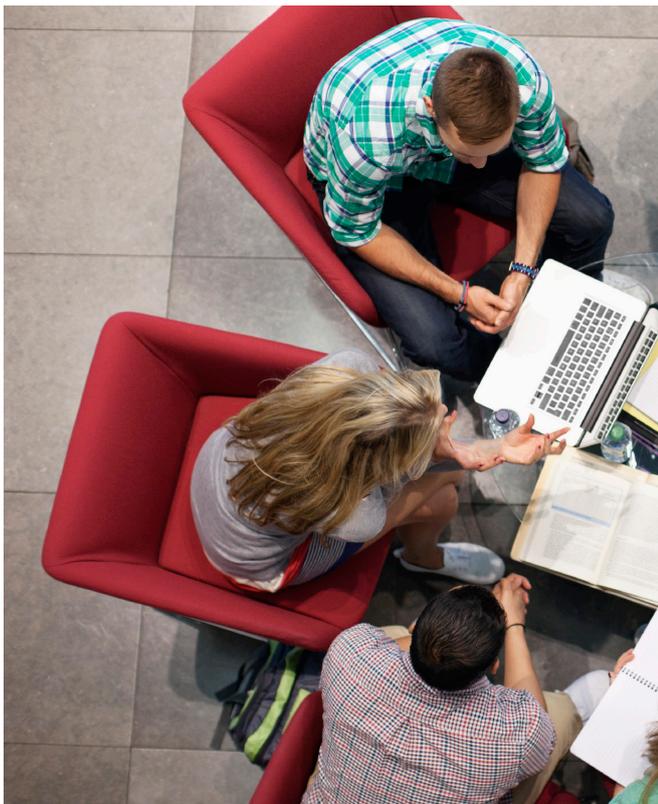
One of the main functions of the Independent Advisory Group is to help increase the public's trust and confidence amongst communities. Over the course of the year members have discharged this function by working with the constabulary focusing on a variety of community focused topics.

Over the last year IAG members have also been asked to provide advice on specific incidents that have involved members from the LGBT+ (Lesbian, Gay, Bisexual, Transgender/Transexual plus), BAME (Black, Asian and Minority Ethnic) and homeless communities.

The Independent Advisory Group has been working closely with local community policing teams and has been invited in to provide advice and feedback on how the constabulary are engaging with their local communities.

IAG members are working with each of the seven district command teams to enable information and feedback to be sought more efficiently and an opportunity for bespoke advice to be sought on a variety of local poling matters.

IAG members have also been consulted by the police when conducting Community Impact Assessments (CIAs) after serious crimes have taken place. This ensures that the police are considering the effect of the crime on the whole of the community and ensuring appropriate reassurance has been offered to the public.



Members of IAG have also been asked to attend local community meetings by policing teams, either as observers or to chair such meetings.

This has allowed the police to gain independent feedback regarding their interaction with the community.



As well as working with Norfolk Constabulary to enhance working relationships with local communities, IAG members also have been consulted on a piece of work around the diversity of the constabulary's work force. This is part of an internal research project currently being conducted.

Members of IAG have also been asked to attend local community meetings by the policing teams, either as an observer or to chair such meetings.

This has allowed the police to gain independent feedback regarding their interaction with the community. These examples demonstrate how the relationship between IAG and the constabulary continues to develop and remains a positive factor in ensuring Norfolk police is an open, transparent and community focused service.



# Boards & Panels

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To ensure the aim of improving the quality of policing is achieved, IAG members have been invited to sit on a variety of constabulary boards and panels. Throughout the year an individual from IAG has sat on a promotion board for senior members of police staff ensuring transparency is maintained within staff promotion across the constabulary.

The deputy chair of IAG continues to be chair of the Norfolk Constabulary Ethics Committee and is joined by another member of IAG on this committee.

Other boards and committees IAG members sit on include:

- Hate Crime Scrutiny Panel
- Stop and Search Scrutiny Panel
- Equalities Board
- Community Relations and Equality Network
- Cohesive Power Monitoring Group

In monthly IAG meetings members give feedback to the rest of the group and discuss any issues of concern.



# Membership

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## Membership as at November 2019

### Brian Walker (Chair)

Brian is a keen advocate of LGBT+ issues, homelessness and social justice and has worked with the police to help promote equality, fairness and the reporting of hate crime.

### Sam Charter-England (Deputy Chair)

Sam has a particular interest in health and wellbeing. Sam is working with several charities in Norfolk and is part of an international team developing a global wellbeing website.

Thought the year Sam has shadowed an operational police officer whilst on patrol. This provided Sam opportunity to understand how Norfolk Constabulary relate and communicate with the wider community.

When working with a variety of community groups, Sam works proactively to ensure that communication is maintained between Norfolk police and the public. Recently Sam has been asked to attend a meeting between the police and members of the refugee community, to help develop trust and confidence in Norfolk policing.



### Diddy Nash

Diddy Nash is an Independent Custody Visitor, a scheme that is designed to ensure greater public understanding of, and confidence in, rules governing a detained person's welfare. Diddy is interesting in all aspects of community policing and is keen to ensure that regular updates from the Custody Visitor Scheme are added to the IAG agenda.

### Christine Buckton

As a former police surgeon, Christine has a continued interest in the police service and is keen to use her local and professional knowledge in her work with IAG.

### Les Rowland

Les is interested in professional standards, complaints, and the impact of policing on vulnerable people; particularly children, the elderly and the victims of crime. He is also interested in diversity, urban policing, and how beat officers interact with the public.

# Membership

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## **Alan Ruddock**

Captain Ruddock is a serving member of the British Armed Forces and undertakes the role of Armed Forces Community Officer for 1st The Queen's Dragoons Guards, The Welsh Cavalry. Alan is interested in ensuring all members of the community are given a voice, particularly with regards to policing.

## **Sarah Mogford**

Sarah has a particular interest in physical & psychological impairment (including disability), the impact of domestic abuse and identifying and protecting vulnerable communities.'

Sarah has been very interested in working with the organisation with regard to the Constabulary's use of coercive powers and the audit of these.

## **Sean Kent**

Sean has a particular interest in the impact that policing can have on communities, including the LGBT community. Sean wants to support the constabulary to make its policies and practises more inclusive.

## **Gervais Koulongou-Mambs**

Gervais is the director of the Bridge Plus Community engagement, a charity that works with the BAME community and statutory organisations. Gervais is interested in ensuring that the BAME community are actively involved in policing matters across Norfolk.



# Membership

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## Mac MacDonald

Mac is a warrant officer with the RAF armoured Vehicle Training Team, based at RAF Honington. As an active member of the Thetford community, Mac is the Deputy Chair of the Safer Thetford Action Group and was a member that was recruited on the recommendation of the C/Insp of Breckland. Mac is interested in community policing and being able to support the constabulary to ensure they are serving their communities as best as they can.

## Simon Guest

Simon is keen to see that all communities get fair and equal treatment from the Police and that the Police get the appropriate support to achieve this. One of the key activities Simon has been involved with is independently reviewing a wide range of policies and procedures to ensure they provide a suitable framework within which the police operate.

In addition, to this Simon has found it very helpful that the Police have been able to share their strategy and plans to aid wider communication.

**The Norfolk Independent Advisory Group is still supported by an Engagement Officer from the Office of the Police and Crime Commissioner.**

**The publication of this annual report marks the start of a new year for Norfolk's Independent Advisory Group.**

**Holding its annual general meeting on Tuesday 3th December 2019, the IAG will elect a Chair to take it into the next 12 months.**



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