



IAG AGM

Tuesday 1st December 2020 18.00-20.00

Microsoft Teams Meet

Attendees:

Lorne Green (LG), Norfolk Police and Crime Commissioner
Nick Davison (ND), Assistant Chief Constable, Norfolk Constabulary
Dr Gavin Thompson, Director of Policy and Commissioning, OPCCN
Fay Crangle (FC), Consultation and Engagement Officer, OPCCN
Helen Johns, (HJ), Communications Manager, OPCCN
Suzanne Crannage (SC), Communications Officer, OPCCN
Craig Miller (CG), Chief Inspector, Norfolk Constabulary
Jason Selvarajah (JS), Temporary Chief Inspector, chair of EMPA, Norfolk Constabulary.
Vicky Bailey (VB), PC- Broadland Engagement Officer, Norfolk Constabulary
Anna Wickham, (AW), PC- Norwich Engagement Officer, Norfolk Constabulary
Daisy Woodward-Smith (DWS), Great Yarmouth Community Engagement Officer, Norfolk Constabulary
Ben Bell, (BB), Acting Inspector, Joint professional Standards, Norfolk Constabulary

Les Rowlands, (LR), IAG Chair
Sam England (SE), IAG Deputy Chair
Brian Walker, (BW), IAG Member
Simon Guest (SG), IAG Member
Diddy Nash (DN), IAG Member
Gervais Kouloungou-Mambs (GKM), IAG Member
Sarah Mogford (SM), IAG Member

Apologies:

Sean Kent, Mac Mc Donald, Christine Buckton, Alan Ruddock, Paul LeServe (IAG members)

No	Item	Action
1.	Welcome	
	Welcomes and introductions By PCC Lorne Green.	
2.	Election of Chair & Vice Chair	
	<p>Les Rowlands share an expression of interest to be Chair. The members supported this nomination and Les was selected as Chair.</p> <p>Sam England shared an expression of interest to be Vice Chair. The members supported this nomination and Sam was selected as Chair.</p>	
3.	New Chair <ul style="list-style-type: none"> • Apologies • Minutes of AGM 2019 • Review of IAG activity in 2020 	
	<p>All minutes from the AGM 2019 were recorded as present and correct.</p> <p>The chair provided the following review of IAG activities in 2020:</p> <p>Norfolk Independent Advisory Group has continued to be an integral part of improving the quality of policing for the communities of Norfolk.</p> <p>Initially we started out 2020 with two excellent presentations from two of our local police commanders. Chief Inspector Sonia Humphreys from Norwich and Superintendent Chris Harvey from Broadland. These two presentations focused on the many crime related issues which our local communities continually to face. IAG members learnt a great deal about how the police approach is tailored to urban and rural settings, which were fed back to our communities. Consequently, IAG members from across the county have also been encouraged to develop further links with their local police commanders and this work is ongoing.</p> <p>Nonetheless, this year has been unprecedented for everyone, resulting in IAG having to develop new ways of working and adjusting some of their activities; but still ensuring that they have helped maintain the public's trust and confidence in Norfolk Constabulary.</p> <p>Over the course of the year IAG have worked with the constabulary to ensure that they are considering the impact of Covid on all communities in Norfolk. Members have explored how the residents of Norfolk are responding to the fluctuating government rules and guidelines and helped the constabulary understand how they can ensure that communities are feeling safe. IAG have also advised on how the police can provide community reassurance that they are delivering their continuously developing powers in an open and transparent way.</p>	

With the rise of the black lives matter movement (BLM) over the summer, IAG played a role in ensuring that the police listened to the concerns of our black, Asian, mixed ethnicity (BAME) communities to provide some feedback and advice on how to carry out their responsibilities around social distancing when developing a policing plan for the various events that occurred in Norfolk.

During this year deputy chair, Sam England and I have begun to develop a working relationship with the Norfolk Equality and Human Rights Council (NEHRC), by attending the 'Stand in our Shoes' event in September. This event involved members of our various minority communities from across Norfolk speak about some of their experiences of racism and discrimination. Moving into 2021, IAG will continue to work closely with Norfolk Equality and Human Rights Council, with IAG member Gervais Kouloungou-Mabs, taking the lead for developing a positive working relationship between NEHRC and IAG.

With the national pandemic and subsequent lockdown, there were disruptions to some of the statutory requirements of the PCC; one of which has been the Independent Custody Visitors Scheme. IAG member, Diddy Nash, who also is a custody visitor, nevertheless continued to provide members with updates on how the constabulary were ensuring that the rights of detainees in custody were being met. Diddy has continued to conduct the custody visits and provide feedback to IAG member at each monthly meeting.

The Norfolk IAG has continued to act as a critical friend to Norfolk Constabulary, particularly focusing on hate crime throughout the year. Some members have undertaken research to gain a better understanding of the experiences of the LGBTQI+ community in relation to homophobia and hate crime incidents. The members are working with Norfolk constabulary to analyse the research and look at better ways to engage with the LGBTQI+ community moving into 2021. Recently we were involved in a Stop and Search scrutiny panel which seeks to analyse why officers have used their powers.

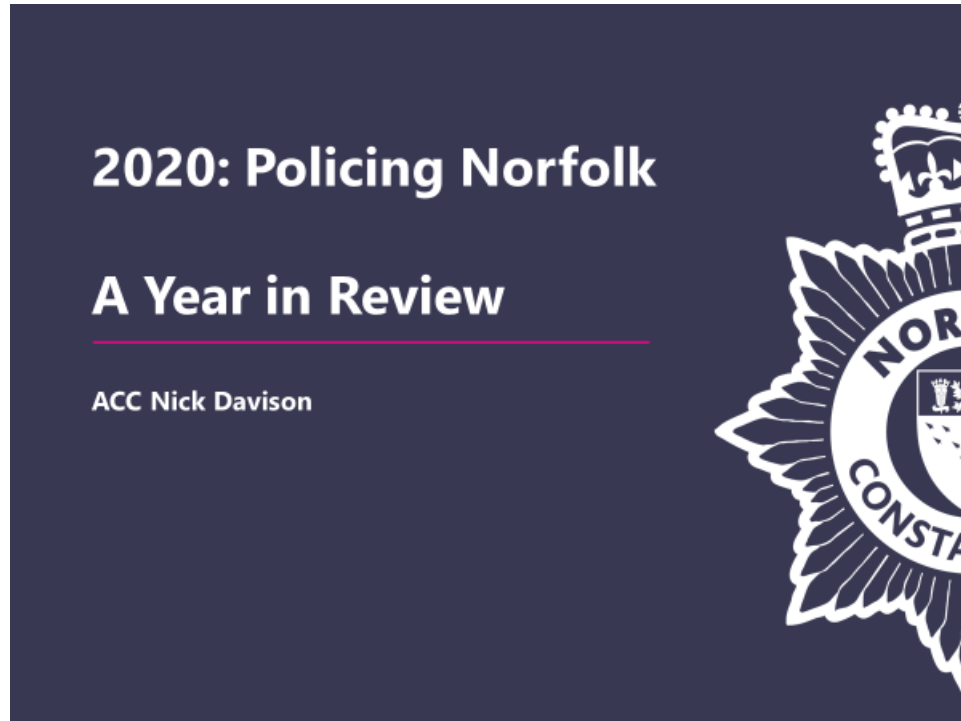
IAG members have been consulted by Norfolk Police when conducting Community Impact Assessments after serious crimes have taken place. This ensures that the police are considering the effect of the crime on the whole of the community and ensuring appropriate reassurance has been offered to the public.

Throughout the difficult year of 2020 the relationship between IAG and the Constabulary continues to develop and remains a positive factor in ensuring Norfolk constabulary is an open, transparent and community focused service.

4.

Police Review of 2020

ACC Nick Davison provided the following presentation on the work of Norfolk Constabulary in 2020:



HEADLINES – The Work

COVID Pandemic.

Black Lives Matter.

BREXIT Planning.

Domestic Abuse, coercion and controlling behaviour, serious violence & rape.

Child sexual abuse, neglect, grooming & indecent images of children.

Organised Crime Groups.

County Lines & the Exploitation of the Vulnerable.

The growth of cyber crime and fraud offences.

Increasing calls for service : 999.

10 more years of pressure on the public sector finances?

SPIRIT

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HEADLINES: The Organisation

Uplift Programme: 230 extra Police officers for Norfolk over 3 years.

Hethersett Old Hall School – Investing in our staff L&D Centre of Excellence.

Swaffham Investigations Hub – Meeting the changing nature of crime.

Direct entry for detectives career pathway.

Police digital investigators.

OPTIK technology platform: Supporting front line staff with enabling tools

Operation SOLVE : Desktop Volume crime and incident investigation.

Control Room enhanced switchboard & 101 triage.

Local Policing: Serious & Organised Crime Team investment.

Staff Well-being.

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HEADLINES: The Partnerships

Supporting the OPCC develop the County Community Safety Partnership.

Norfolk's new Children's' Safeguarding Board arrangements: Year One.

Operation ADDER : tackling drug deaths in Greater Norwich Police, OPCC, Public Health & NHS.

Working to promote Early Help Hubs and core offers across Norfolk.

Police Fire Collaboration Board: shared opportunities.

Youth Offending Team Review.

Norfolk & Suffolk Constabulary : Modern working opportunities.

OPCC & DASVG.

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Any further questions regarding the presentation can be directed to ACC Davison: nicholas.davison@norfolk.police.uk

5.	Public Question & Answer Session	
	<p>A member of the public noted that burglary was not mentioned in the police update, she asked if this was a crime that was still taken seriously by the police?</p> <p>ACC Davison explained that burglary was taken seriously by the police, and although the numbers of burglary incidents had declined over the years, police still investigated each reported incident.</p> <p>The same member of the public identified herself as a member of Neighbourhood Watch Scheme and asked if the scheme is valued by Norfolk Constabulary and asked how can they work better to together to serve the communities of Norfolk.</p> <p>ACC Davison provided reassurance that the police do value the scheme and believe that the volunteers are the eyes and ears in communities to help crime prevention.</p> <p>PPC Green commended the work of the volunteer service and explained that he believed that the constabulary can benefit from working closely with all volunteer services across the County. PCC Green asked ACC Davison if there could be further exploration into improving partnership working between the Neighbourhood Watch Scheme and the Constabulary. ACC Davison provided his email address and asked for the member of the public to contact him so they can discuss this further.</p> <p>A second question was asked relating also relating to burglary; with a member of the public asking if the Police use algorithms when responding to incidents of burglary.</p> <p>ACC Davison explained that the police do not use them although they did trial the system alongside their normal methods of burglary investigation. ACC ND explained that the aforementioned algorithm system works based on 29 factors, including 'solvability, and makes a recommendation on whether the burglary should be investigated further. However, ACC Davison explained that the results of the algorithm were not followed blindly and normal procedure was adhered to.</p> <p>A question was asked by the same member of the public; if the police use the Origins programme* as used by the MET Police.</p> <p><i>*The Origins programme, produced by Webber Phillips, a consultancy run by Prof Richard Webber and the former Equality and Human Rights Commission chair Trevor Phillips has been described by the former as conferring the ability “to profile perpetrators and victims” of crimes. The software – which works by attempting to identify people’s ethnicity or cultural origin by their name – can facilitate stereotyping and stigmatisation.</i></p>	ND

ACC Davison explained that this was not something that has or is currently been used within Norfolk Constabulary. ACC ND went on to suggest that if the use of such programmes were been considered, then wide spread consultation would occur before the roll out. ACC Davison explained the force currently have no intention of using the programme in the future.

A question was asked, by a member of the public, what was the impact of lockdown and the lack of schooling for young people in Norfolk, in relation to offending or indeed being victims of crime.

ACC Davison explained that he did not have any statistics to hand relating to youth offending over the lockdown period, however clarified that those figures can be sought out and send to the gentleman who asked the question.

ACC ND did explain that he was aware that overall youth ASB crime was down in 2020 by 2%. However, ACC ND did identify that due to the lockdown and the increased amount of time young people spent inside and on technology, that crimes such as grooming and child sexual exploitation had increased over the period.

Dr Gavin Thompson supported ACC ND and interjected that children and young people are increasingly subject to victimisation and vulnerability in the current climate and that youth ASB is not the only youth related problem for the police.

PCC Green added that his team at the OPCCN are examining the possibility of providing funding for Norfolk youth support services to address the matters of youth vulnerability, victimisation and ASB.

A Transgendered Volunteered Support Worker from the Norfolk LGBT Project thanked members of IAG for the invitation to the AGM. The support worker observed that there has been no direct engagement from the police with regards to the Transgendered community in recent times. The support worker went on to ask if there was any specific hate crime data related to LGBT hate crime.

Brian Walker (IAG member) introduced himself and explained that as a member of the LGBT community, he too has an interest with regards to LGBT hate crime data. BW explained that in his role as an IAG member, he is currently scrutinising data produced by the constabulary and is conducting a piece of research with another IAG member and the OPCCN. BW explained that the research is focusing on LGBT hate crime and examining if such incidents are been reported by those who experiences of this crime.

	<p>BW said that he will provide his contact details with the project worker and will share the results of the research. BW also expressed that he welcomes working with the support worker and the wider LGBT community in the future.</p> <p>ACC Nick Davison apologies to the support worker from the LGBT support group, that the constabulary had no recent engagement with the group. ACC ND explained that the data he had to hand suggested that over a 3-month period in 2020 there were 24 reported incidents of LGBT hate crime.</p> <p>ACC ND also welcomed contact from the support worker and would discuss the Stop Hate in Norfolk (SHiN) campaign and how the project can become more involved.</p> <p>,</p> <p><i>Via the chat box EO Vicky Bailey, EO Anna Wickham Norwich and the community engagement officer from GY, Daisy Woodward-Smith, all provided their contact details. They invited all community groups to make contact if they wished to have further engagement from the police. Victoria.Bailey@norfolk.pnn.police.uk Anna.Wickham@norfolk.police.uk Daisy.WOODWARD-SMITH@norfolk.police.uk</i></p> <p>A member of the waterway's chaplaincy introduced herself and explained the role that the organisation with regards to supporting those members of the community who live on the Norfolk waterways and canals. It was requested by the waterway's chaplaincy volunteer that the support group could work more closely with IAG and the constabulary in the future.</p> <p>FC explained that she would make contact in the new year to discuss how the support group can become involved with IAG.</p> <p>A member of the public asked if the constabulary expect a rise in hate crime in relation to the deadline of exiting the EU.</p> <p>ACC Nick Davison explained that the police have continued to plan around Brexit throughout the year. ACC Davison explained that the moment the police do not have any intelligence to suggest that there will be a rise in such incidents but will continue to monitor the situation.</p> <p>Dr Gavin Thompson detailed that there is a Community Safety Partnership working group that is specifically focusing on Brexit and community tension. Dr Thompson explained that the CEO of the OPCCN is now the Chair of Norfolk Community Safety Partnership and the OPCCN are working with various organisations in the partnership to monitor the ongoing situation.</p>	<p>BW</p> <p>FC</p>
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	<p>A member of the public explained that he had reached out to the Great Yarmouth Police Operational partnership Team (OPT) to understand the workings of the department in relation to the wider community. He asked if OPT's were something that the police had across the county.</p> <p>ACC Davison replied that there were OPT's across the county working in all seven of the districts. He explained that the purpose of the team was to enables joint working between partners to resolve anti-social behavior affecting the most vulnerable people in our communities, as well as the most entrenched anti-social behavior issues. Increasingly, these arrangements form part of Norfolk's approach to district-based Early Help hubs to identify vulnerable persons and deliver coordinated support.</p> <p>Dr Thompson went on to explain that the OPCCN commissioning team work closely with all the police OPT's and the wider partners to assess the need to fund essential projects that provide support to the most vulnerable in the county.</p> <p>A member of the public detailed that he feels the public need a third-party reporting system that is not 999 or 101. He believes this would help with reporting of crime.</p> <p>Dr GT said that he will look into such.</p> <p>A gentleman from the Kings Lynn & West Norfolk Islamic Association introduced himself and asked if the police could provide the number of ethnic minority recruits to the service.</p> <p>Also, the gentleman raised the point that he feels that there needs to be more members from the BME community in the force and how do the constabulary intend to improve this?</p> <p>Temporary Chief Inspector Jason Selvarajah, chair of Ethnic Minority police Association (EMPA), Norfolk Constabulary, explained that there has been a better system put in place to support BME applicants. T/C Insp Selvarajah detailed the new 'buddy system' that enables new applicants been assigned a BME officer to support the individual through the recruitment process and the initial months of the role. It was explained that the system was not just about recruitment but also retention to ensure that the new officer feels supported through their career.</p> <p>T/C Insp Selvarajah provided detail of the role of the Positive Action Recruitment Advisor who works with EMPA and the wider BME community to ensure that recruitment is appropriate and fair to all.</p> <p>T/C Insp Selvarajah asked if he could meet with the member of the Kings Lynn & West Norfolk Islamic Association and discuss how the police and the association can work together in the future. T/C Insp Selvarajah shared his email address in the chat box.</p>	<p>GT</p> <p>JS</p>
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	<p>Jason.Selvarajah@norfolk.police.uk</p> <p>FC also asked if she could contact the Kings Lynn & West Norfolk Islamic association to begin future working arrangements with the IAG. The representative attendee agreed.</p> <p>ACC Davison added that Norfolk Constabulary knows that the force is not as representative as it should be and reassured members of the public that the force is putting in place a robust action plan to take forward to improve this.</p> <p>PCC Lorne Green added that when scrutinising the police on this matter he was provided the recent figures that in 2018 1.1% of police officers were from the BME community. In 2020 that figure has risen to 7.7%, but admits further work does need to be done. <i>* Correction to the figures provided by PCC Green: total BAME officer percentage is 2.15%</i></p> <p>It was identified by a member of the public that they had read in the media that ethnic minorities are more likely to be stop and searched and asked how Norfolk constabulary respond to this.</p> <p>ACC Davison explained that this was the case and Norfolk Constabulary has begun to deliver unconscious bias training with all frontline staff, alongside refresher training on the powers of stop and search. ACC Davison explained how there is an action plan in place by the force, to ensure that stop and search scrutiny panels, formed by members of the public, would be established to scrutinise the police in their use of these powers.</p> <p>IAG members Diddy Nash and Brian Walker reassured meeting attendees that IAG form a independent stop and search scrutiny panel and scrutinise the constabularies data around this.</p>	<p>FC</p>
	<p>Meeting closed at 19.58 Date of next meeting: TBC</p>	