

Independent

Advisory

Group

ANNUAL REPORT

2020





FOREWORD BY PCC LORNE GREEN

During my time as Norfolk's Police and Crime Commissioner I have enjoyed working with the Norfolk Independent Advisory Group. 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.

The value and worth of IAG is even more apparent giving the current situation we find ourselves living and working in.

During this difficult year it has been crucial we hear first-hand the impact the virus is having on our communities. Such direct engagement has helped to better inform the way the county is policed. The commitment of IAG members during this difficult time has ensured that all communities across Norfolk can continue to have their say on important policing matters.

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

Lorne Green
Police and Crime Commissioner for Norfolk

DEPUTY CHIEF CONSTABLE

PAUL SANFORD

The Independent Advisory Group continues to provide valuable support to Norfolk Constabulary.

We greatly benefit from both their advice and scrutiny, particularly on the issues that most affect our diverse communities.

I am grateful to all of the members who volunteer their time to improve policing and help us to provide the best possible service across the County.



IAG Chair LES ROWLANDS

This has been a challenging year for communities across Norfolk. Throughout the first lockdown in the spring, the Independent Advisory Group was able to work alongside Norfolk Police to ensure fairness and sensitivity towards those communities most affected by isolation, loneliness, and particularly young people who had to come to terms with restrictions placed on their liberty. The Vice Chair and I, regularly attended discussions relating to operational decisions concerning the police approach to the pandemic.

During the year IAG members have also taken the opportunity to revisit the original concept of the group to help clarify the criteria for those communities who we represent. We have also sought to widen group membership to improve our effectiveness.

The upshot being that whilst we must always consider the increasing diverse minority groups in the county, we also recognise we must also represent a wider range of communities across Norfolk.

Going forward our task is to develop strategies to help us engage with as many different groups and communities across Norfolk as possible. This is to ensure we do not become blinkered by adopting a one-directional approach.

Some communities already have advocates to help promote their cause, which is only right, but other communities are less adept at navigating the system. As Chair I see my task as helping to achieve the best possible policing outcome for as many communities across Norfolk as is practicable. There is much work to be done. However, if nothing else, the lockdown has enabled us to become more agile in turning to new technology which should help us to target those specific communities that were also once out of reach.



Les Rowlands
IAG Chair

INTRODUCTION

Norfolk Independent Advisory Group has continued to be an integral part of improving the quality of policing for the communities of Norfolk.

This year IAG has had to adapt and change the mechanism in which it has continued to act as a positive conduit, continuing to build trust, confidence and better relationships between diverse communities and Norfolk Constabulary.

Due to the Covid pandemic, IAG members have developed a new way of holding meetings, making use of the popular virtual meeting platform, Microsoft Teams. The first virtual meeting was held in May 2020, attended by all 12 IAG members, with the aim to provide feedback to the police on the community impact of Covid-19 as well as find out how police and partners are working together in the difficult climate.

The meetings have been held virtually each monthly throughout 2020, to ensure that members were receiving regular updates from the Constabulary on the policing and crime levels across the county.

Members have continued to be informed about the vital work being carried out by the OPCCN, police and partners to support victim services across the county in areas including domestic abuse and scam prevention.

During the initial lockdown, IAG members played a vital part in sharing police messaging to the wider communities of Norfolk, alongside raising any concerns about the most vulnerable communities across Norfolk.

The IAG chair, Les Rowlands, was provided the opportunity to attend weekly 'virtual' Covid strategy meetings and asked to provide comment on how the developing policing strategies were being implemented.

Recruitment has continued again throughout 2020, with an increase in enquires from members of the public who wish to join the IAG. At the end of November 2020, one new member has been recruited with several persons going through the application and vetting process. Recruiting new members onto the group helps to provide a continuous discourse between the police and a variety of communities, particularly those underrepresented groups across Norfolk.

IAG members continue to work alongside the seven policing districts, providing advice, support and feeding back community concerns. 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 (Consulted on between Jan 20 - Nov 20)

One of the key roles of IAG is to provide the police with independent advice on developing plans, policies and procedures, to help shape the way Norfolk is policed. Members are consulted on new and revised policies and procedures as part of the Constabulary's Equality Impact Assessment process.

Anti-virus policy

DPIA policy

IT software and firm watch management policy

7Force strategic procurement procedure policy

Appeals process for reduction in sick pay policy

Phased return for recoup policy

Capability (performance & attendance) policy

Medical redeployment policy

Career break policy

Consultation on working practice of Twitter accounts

Crime allocation procedure

Death investigations review

Door access control review

DPD interact and engagement paper (Twitter)

Draft online RV questionnaire procedure

EIA digital applications

Extract requests

Family liaison policy

File handling and weeding policy

Flexi time policy / Working time draft policy review

Human tissue retention and disposal policy & procedure

Interview recording, recording written statements policy

Investigations draft policy

Misconduct – police officer draft review

Nuisance 999 calls draft policy review

PAVA incapacitant display review

Performance management- staff review

Protective characteristic vetting policy

Review of RRD Non-crime related information draft policy

Security systems (police response) policy

Sex worker and sex exploitation policy review

Shared parental leave policy review / staff policy / management policy review

Student officer training policy

Threats to life policy

Training Bid draft policy review

Travel guidance

Summary of activities

This year has been unprecedented for all, 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.

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.

With the rise of the Black Lives Matters movement over the summer of 2020, IAG have played a fundamental role in ensuring that the police are listening to the concerns of the BAME community. IAG provided advise to the police on how to execute their responsibilities around social distancing when developing a policing plan for the various Black Lives Matter events across Norfolk.

During this year the IAG char, Les Rowland and deputy chair, Sam England 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 the BAME community from across Norfolk speak of their experiences of racism and discrimination. It is hoped that moving into 2021, IAG will continue to work closely with Norfolk Equality and Human Rights Council, with IAG member Gervais Koulongou-Mabs, taking the lead for developing a positive working relationship between NEHRC and IAG.





Throughout the difficult year of 2020 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.

With the national pandemic and subsequent lockdown of the nation, there were disruptions to some of the statutory requirements of the PCC; one of which been the Independent Custody Visitors Scheme. IAG member, Diddy Nash, who also is a custody visitor, continued to provide members with updates on how the constabulary were ensuring that the rights of detainees in custody where been 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 through 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 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.

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.

Membership of Boards and Panels

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.

The deputy chair of IAG continues to be chair on 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.

Alongside the above boards and panels, IAG members have been asked to sit on strategic boards, focusing on the community element of policing the Covid pandemic.

This has allowed for IAG members to feedback policing priorities to the members of various different communities and also for community concerns to be feedback to Norfolk Constabulary.



Membership (As of November 2020)

Les Rowlands (Chair)

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.

Sam Charter-England (Deputy Chair)

Sam has a particular interest in health and wellbeing. Sam is working alongside several charities in Norfolk and has been involved in projects which has helped to bridge the gap between communities and police.

When working with a variety of community groups, Sam works proactively to ensure that communication is maintained between Norfolk police and the public. During the pandemic Samantha has attended regular update meetings with the constabulary and helped dissipate information back into the community. Sam sits on the Cohesive Powers Monitoring group which monitors the use of force used in Norfolk and has more recently been asked to join the Covid-19 FPN Scrutiny Panel looking at the fixed penalty notices that was given out during the first half of the pandemic

Brian Walker

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.



Sarah Mogford

Originally from a nursing and business background, Sarah has a particular interest and lived life experience, in physical and psychological impairment (including disability). She is also interested in the impact of all domestic abuse, including identifying and protecting vulnerable communities from all forms of abuse. Sarah believes this is of great significance and one that has unfortunately been highlighted during the course of 2020. Sarah has also been working with the Constabulary in their Use of Coercive Powers and Ethics and Transparency groups.

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.

Sean Kent

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

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.

Membership (As of November 2020)

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.

Gervais Kouloungou-Mambs

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

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

As an IAG member 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. Whilst the Covid-19 pandemic has restricted some of IAG'S work this year, Simon has still been able to contribute by reviewing a range of policies and procedures and also reviewing actual Stop and Search cases to ensure they have been performed appropriately.

Paul LeServe

Paul explained that he has enjoyed his first few months with the IAG Panel, not only has he found it highly interesting and informative but it has also opened his eyes to many more of the community issues that the police get involved in but the public rarely hear about. What also Paul has come across is the passion and drive of the minority groups for what they are trying to achieve, Paul believes the panel is the ideal format to voice concerns within these communities and in some way move the concerns in a forward direction in liaison with Norfolk Police.

Pauls community interest is with the homeless in Kings Lynn expressing that the current Covid concerns mean that although homelessness is still a major issue generally it has become a higher priority with government, thus leading to more funding and long-term projects. Pauls hope is that this continues once we are through Covid as we head into a world where funding is going to come under heavy scrutiny, the priorities for minority groups will hopefully continue.

Next steps...



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 1st December 2020, the IAG will elect a Chair to take it into the next 12 months.

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