

Independent

Advisory

Group



# ANNUAL REPORT

2018



OFFICE OF THE POLICE & CRIME  
COMMISSIONER FOR NORFOLK





# FOREWORD

## BY PCC LORNE GREEN

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I am over half way through my term as Norfolk's Police and Crime Commissioner and throughout these two years 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. 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 coming year.

**Lorne Green, Police and Crime Commissioner for Norfolk**

# T/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.



## Brian Walker IAG Chair

I am pleased and heartened that IAG members have been consulted at various levels throughout the year which helps to validate the group which in turn enriches the community consultation agenda. Despite continuing budget cuts in policing 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.

Apart from paying tribute to current IAG members for their support, commitment and enthusiasm as well as members of Norfolk Constabulary, I think it is appropriate to give special thanks to Norfolk Constabulary's former Deputy Chief Constable Nick Dean for his support, attendance and enthusiasm for the development of the IAG. Congratulations to him for his appointment as Chief Constable for Cambridgeshire. Also we welcome T/Deputy Chief Constable Paul Sanford into his new role. Paul is no stranger to IAG but we welcome him as the lead officer.

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 to ensure justice, fairness and equality is maintained in delivering a well informed and efficient constabulary here in Norfolk.

# 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 10 years.

This year has seen a change in membership with long term members stepping down and being replaced with new members from across the county. A new approach to recruitment has been implemented this year by the Chair working with district commanders, beat managers and engagement officers to identify members from local community groups who may wish to join the group.

The IAG also reached out to other volunteers working with the Office of the Police and Crime Commissioner for Norfolk (OPCCN) recruiting a member from the Independent Custody Visitor Scheme. This appointment has allowed the IAG to keep abreast of the custody process while opening dialogue between communities and the police in this area.

It is not mandatory to have an IAG but the Norfolk group has been acknowledged as good practice 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.

Between January 2018 and November 2018 the group was consulted on the following **policies and procedures**:

Animals wildlife and the environment
Acceptance of gifts and hospitality
Dogs coming into police possession
Disclosable associations
Domestic violence protection
Estates- CCTV in police premises
Events and operational planning
Events and operational planning (football matches)
Forensic laboratory property
Lost and found property
Public complaints
Lost and found property
Management and use of vehicle telematics
Media liaison
Pocket note books
Provision of ICT equipment
Speed detection repose data
Volunteer police cadets
Wanted persons

# Summary of Activities

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One of the main functions of Independent Advisory Groups is to help increase the public's trust and confidence amongst communities and advisors have worked on several community focused topics.

Over the last year IAG members have been asked to provide advice on engagement within Gypsy, Roma and Traveller communities across Norfolk.

The constabulary also provided members information on community action days which took place throughout the year in the county. IAG members were asked to provide and feedback on any potential developing community tensions.

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.

Another example of advice provided to the police was how best to interact with the Eastern European community in South Norfolk. Further advice has also been sought from group members on how to approach anti-social behaviour issues in Norwich.



**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.**

Alongside working with the police, some members of the IAG were asked by the OPCCN to sit on a focus group during the Police and Crime Commissioner's public consultation on the proposed change of the fire service governance model in Norfolk. Those members were asked to provide independent advice on the responses from the public and identify key themes that arose from any feedback.

These examples demonstrate how the relationship between IAG and the police continues to develop and remains a positive factor in ensuring Norfolk Constabulary is an open, transparent and community focused service.

To develop this working relationship, IAG have appointed certain members to act as a point of contact in each district, working with the district commanders, engagement officers and wider response officers. This way of working allows for the districts to have direct accesses to IAG members, enabling information and feedback to be sought more effectively and efficiently.

Those IAG members, who are points of contact on the districts, feedback to the wider IAG at the monthly meetings. As a result IAG is more aware of any community concerns across Norfolk. Such interaction helps to identify any patterns of developing community tension.



# 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. This year a representative 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 (Sam Charter-England) continues to be chair on the Norfolk Constabulary Ethics Committee. She is also joined by another member of IAG on this committee.

Other boards and committees IAG members sit on include:

- ◇ Independent Stop and Search Panel
- ◇ Equalities Board
- ◇ Community Relations and Equality Network

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 October 2018 stood at 10

### **Brian Walker (Chair)**

Brian is a keen advocate of Lesbian, Gay, Bisexual and Trans (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.

### **Sarah Mogford**

Sarah's particular interest are in physical and psychological impairment, pre and post-operative gender re-alignment, domestic abuse and vulnerable people.



### **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.

### **Anthony Tomkinson**

As the appointed Armed Forces Commissioner and a former member of Norfolk Police Authority, Tony is interested in ensuring that the police remain transparent, accountable and community focused.

# Membership

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## **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.

## **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.



# Membership

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## **Gervais Kouloungou-Mambs**

Gervais is the director of The Bridge Plus, a charity that works with the Black, Asian and Minority Ethnic (BAME) community and statutory organisations. Gervais is interested in ensuring that the BAME community are actively involved in policing matters across Norfolk.

## **Mac MacDonald**

Mac is a warrant officer with the RAF's 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. He was recruited to IAG on the recommendation of the Chief Inspector of Breckland. Mac is interested in community policing and is keen to support the constabulary in ensuring officers and staff serves their local communities as best as they can.

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 4th December 2018, the IAG will elect a Chair to take it into the next 12 months.**



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