



CUMBRIA POLICE AUTHORITY

COMMUNITIES, EQUALITY AND DIVERSITY COMMITTEE

Minutes of a Meeting of the Community, Equality and Diversity Committee held on Wednesday 14 April 2010 in Conference Room 2, Police Headquarters, Carleton Hall, Penrith, commencing at 10.00am.

PRESENT

	Mrs Joke Maes (Chair)	
Mr Patrick Everingham		Mrs Lynda Shaw
Mr John Mallinson		Mr John Woolley

Also Present:

Assistant Chief Constable (Mr J Graham)
Acting Director Strategic Development (Ms J Sauntson)
Inspector A Shaddock (for Agenda Item 10 only)
Acting Chief Executive (Mr S Edwards)
Policy & Performance Officer (Ms N Brooker)
Community Engagement Officer (Mrs J Thornborrow)
Committee Services Officer (Mrs J Head)

PART I – ITEMS CONSIDERED IN THE PRESENCE OF THE PRESS AND PUBLIC.

58. APOLOGIES FOR ABSENCE

Apologies for absence were received from Mr R Cole, Ms B Furneaux and Mr R Watson

59. URGENT BUSINESS AND EXCLUSION OF THE PRESS AND PUBLIC

There were no items on the Agenda for which the press and public were to be excluded.

60. DISCLOSURE OF PERSONAL INTERESTS

There were no disclosures of any personal interest relating to any item on the Agenda.

61. MINUTES

The Minutes of the meetings of the Committee held on 11 January, 17 February and 11 March 2010 had been circulated with the agenda for the meeting.

In relation to the action sheet, the Acting Chief Executive advised that he had written to the County Council requesting that the Police Authority be given a place



on the Children's Trust and to date was awaiting their response. He hoped to report the outcome of this request to the next meeting.

RESOLVED, that, the Minutes of the Community, Equality and Diversity Committee meeting held on 11 January, 17 February and 11 March 2010, be confirmed as a correct record and signed by the Chair.

37. POLICE AUTHORITY ENGAGEMENT STRATEGY

The Community Engagement Officer presented a draft action plan for the Authority's Community Engagement Strategy which outlined areas of engagement which had and would be undertaken during the remainder of 2010. The importance of member participation in the events was highlighted in order for them to be successful.

In relating to engaging with those in the community aged under 21 years, the Authority had already undertaken a joint engagement event with the Constabulary at Furness Academy to ascertain the views of Year 8 students. It was hoped to replicate this event at other schools around the county. The potential to utilise existing providers of youth services, such as Connexions Cumbria and Youth Partnership Events was being explored.

The Authority's website would be further developed and the use of the media as well as the possibility of Facebook and Twitter were being explored and progressed. The Community Engagement Officer asked members whether they would consider having a 3 month radio campaign to raise the profile of the Police Authority. A radio station had been contacted and a costing for such a campaign had been attained.

Members discussed the merits of such improved communication with the public of Cumbria and agreed to set up a specific Task and Finish Group to look at why and how the Authority could improve its engagement with different communities, whilst still providing value for money. It was agreed that Mrs Maes, Mr Everingham and Mrs Shaw would be part of the group and that an email would be sent to those members who were unable to attend the meeting to ascertain whether they would also wish to take part in the discussions.

RESOLVED, that,

- (i) the report be noted; and
- (ii) a Task and Finish Group consisting of Mrs Maes, Mr Everingham and Mrs Shaw be set up to look at how and the authority engages with different communities; and
- (iii) an email be sent to those members unable to attend the meeting to ascertain if they wished to be involved.



63. POLICE AUTHORITY COMMUNITY ENGAGEMENT

During March 2010 the Authority had undertaken two community engagement events, the first on 23 March in Workington at Morrisons Supermarket and Debenhams Department Store and the second at Furness Academy in Barrow in Furness on 25 March.

In Workington a total of 228 people had completed questionnaires asking them about their views on anti-social behaviour. The main area of concern was youth related anti-social behaviour followed by vandalism and then drug related crime.

At Furness Academy 100 Year 8 students were asked what were their main areas of concern. Over half indicated that drug related crime was an issue for young people followed by speeding vehicles. 23% of the young people did not feel that the police treated young people with respect, whilst 30% stated they did not have confidence with police in their area. The Community Engagement Officer had fed back any relevant information to the Inspector of the relevant Neighbourhood Police Team (NPT) for them to address and progress.

The Community Engagement Officer asked the Assistant Chief Constable how best to feed the information gathered by the Authority in order that it be fed back to the (NPTs). ACC Graham asked that all information be fed to him which he would then disseminate to the relevant BCU Commanders to incorporate into their community engagement strategies. Feedback on actions taken as a result would be fed back to the Authority.

It was proposed that the events carried out in Workington and Barrow in Furness would be reproduced throughout the county. Members were mindful that it was important to vary the venues where engagement took place and the times of day and days of the week.

The event at Furness Academy had been organised as one of the Authority's Police Community Liaison Forums. Members discussed how these forums could be evolved to reach a broader range of people building on the success of the Barrow event.

- RESOLVED,** that,
- (i) the reports be noted;
 - (ii) any relevant information gathered from community engagement events be given to ACC Graham for him to forward to the relevant BCU Commanders.

64. JOINT COMMUNITY INVOLVEMENT AND CONSULTATION STRATEGY & ACTION PLAN UPDATE

The Acting Director of Strategic Development presented the Joint Community Involvement and Consultation Strategy 2010-13 and action plan to the meeting. Following consultation with organisations such as Community Advisory Groups



and impact assessment the action plan and strategy had been amended. The Authority had worked with the Constabulary's Strategic Development Department and any Police Authority consultation was included in the strategy and action plan to co-ordinate activity; as both organisations were required on many occasions to undertake the same areas of consultation.

The strategy and action plan incorporated NPT priorities and profiles which had been approved by the Constabulary's Confidence Board.

Members asked what work had been carried out to ensure value for money. The Acting Director advised that this was currently being evaluated. It was important to ensure that any engagement was cost effective and provided the Authority and Constabulary with the information they required. She advised that this work was being carried out for the first quarter and would not be available for the next committee meeting in June, however an interim update would be provided.

A member asked what steps were being taken to engage with the third sector such as voluntary services. The Acting Director stated she would look into this area of work and update the committee.

RESOLVED, that,
 (i) the report be noted; and
 (ii) an update on costings and value for money for engagement be provided to the next meeting.

65. CONFIDENCE SURVEY

The Constabulary had undertaken a BMG telephone survey of 3,635 people, part of which related to confidence in policing in Cumbria. The sample of calls were random, however there were quotas to ensure that all diverse groups were represented.

It was noted that if people had not used the services of the police they were more confident in policing than those who had. Men appeared to be less confident than disabled people, older or younger people. This information had been presented to tasking meetings and NPTs and would be taken to the Constabulary's Confidence Board to assess and drive forward how to target those people who were less confident.

ACC Graham reminded members that confidence in policing in Cumbria was currently 55% which the Constabulary needed to increase to 60% to achieve their public confidence target. The Constabulary would endeavour to continue with the good visibility of NPTs within the communities, liaise with the communities, tackle anti-social behaviour, utilise the media to improve public confidence.

Members were advised that the results of the British Crime Survey which the government use to measure public confidence in police forces was always three months out of date.



The Constabulary were looking to improve how they kept people informed including those who had reported crimes. The Constabulary's volunteers were being utilised to carry out this role.

RESOLVED, that, the report be noted.

66. BUSINESS FRAUD

At the last meeting of the committee, members had requested an update on how the Constabulary was working with the business community to prevent and tackle the problem of fraud.

ACC Graham presented a report which updated the members of the work being carried out by the Constabulary and nationally. They noted that the Deputy Chief Constable was the ACPO (Association of Chief Police Officers) Lead for the regional implementation of the National Fraud Programme as part of the Economic Crime Portfolio.

At a local level the Constabulary's Economic Crime Unit have undertaken work in conjunction with local businesses, providing fraud prevention advice directly and through media interviews.

The Constabulary had played a pivotal role in piloting and evaluating a national 'Cyber Security – Threat and Prevention Seminar' which was currently being evaluated by the NPIA (National Police Improvement Agency). As a result Furness Enterprise Limited had stated its intention to arrange for a presentation to be made to a number of companies in the Furness area. It was agreed that an Authority member, where possible, could attend such an event.

RESOLVED, that,
 (i) the report be noted; and
 (ii) an Authority member attend a Furness Enterprise Limited presentation to companies in the Furness area.

67. CONSTABULARY STOP AND SEARCH POLICY

Inspector Shaddock presented a report which highlighted the developments in relation to Stop and Search legislation and a draft of the Constabulary's Stop and Search Policy. There may be some changes to the policy following the general election in May 2010.

The Association of Police Authorities (APA) recommend that such policies be joint between police authorities and forces and as such the members were asked for their comments. The policy would then be taken to the Confidence Board and Senior Management Forum and be subject to an ongoing Equality Impact Assessment.

The Authority's Lead member for Stop and Search had carried out a dip sample of completed stop and search records and stop and account records submitted in



North Cumbria. Of the 25 sampled there had been a number which had not been fully completed.

Following this sample session and the highlighting of various issues with the Constabulary, nominated Inspectors within each of the BCU's were now providing training to officers and scrutinising the completion of the records.

It was agreed to include a section on training of officers in the new Stop and Search Policy and that the committee would be updated on what training had taken place and whether any improvements could be identified. The Lead Member for Stop and Search agreed to undertake further dip sample sessions throughout the county at the beginning of the autumn to ascertain what improvements had been made.

Inspector Shaddock advised that in 2011 it was anticipated that with improved mobile working and the IT system SLEUTH that Stop and Search / Stop and Account records would be uploaded directly onto the SLEUTH IT system. This would provide the officer with menu prompts to ensure that all necessary data was collected.

Previously the members had raised concerns regarding the number of stop and search/ stop and accounts which took place during June in North Cumbria and was mainly attributed by the Constabulary to the number of people attending Appleby Horse Fair. Members asked what could be done to identify whether or not any stop and searches carried out in June could be analysed to ascertain whether this was correct.

ACC Graham advised that the current stop and search form could be modified to include a category in relation to Appleby Horse Fair for this year. The new census would include a category for Romany/Traveller.

Appended to the report was a breakdown of the stop and search figures for the period April 2009 to December 2009 and a comparison of April 2008 to December 2008. The members noted that the number of searches in 2009 had increased by 27% with the North of the county seeing the biggest increase compared to 2008. Members were reminded that the figures were compiled against resident population and did not take into account the large number of tourists who visited the county.

Members were assured that the Constabulary would be monitoring how the stop and search powers were being utilised by officers to ensure that they were appropriate.

RESOLVED, that the report be noted.

(NOTE: Inspector Shaddock left the meeting at this point)

68. POLICE AUTHORITY EQUALITY SCHEMES



The Acting Chief Executive presented the action plans for the Race, Disability and Gender equality schemes which illustrated progress to date. On 23 March 2010 the full Police Authority had approved the Police Authority's Single Equality Scheme and as a result an action plan for this scheme had been produced. It was the intention at the next meeting of the committee to illustrate those actions from the three equality schemes which had been incorporated into the Single Equality Scheme and as such the three action plans would cease to exist.

Members asked that the red and orange colour coding on the action plans be changed as it was difficult to distinguish between them. It was agreed that this would be changed.

The Acting Chief Executive advised members that although the Single Equality Scheme had been approved it was still open to consultation and as such a report would be provided to the committee at the next meeting for them to consider any outcomes from the consultation process.

RESOLVED, that, the report be noted

69. CONSTABULARY EQUALITY SCHEMES

Assistant Chief Constable Graham presented a report which updated the committee regarding the Constabulary's equality schemes. Members asked for and it was agreed that for future meetings that copies of the Constabulary's action plans in relation to the three schemes would be presented.

The Constabulary's Single Equality Scheme was currently being developed and would be ready for consultation purposes by May with a draft being prepared by June. Members asked that a copy of the scheme and relevant action plan be presented to the next meeting.

RESOLVED, that, the

- (i) report be noted;
- (ii) equality scheme action plans be presented to future meetings; and
- (iii) draft of the Constabulary's Single Equality Scheme and action plan be presented to the next meeting.

70. EQUALITY STANDARD FOR POLICE SERVICE

The Acting Director of Strategic Development presented a report which highlighted to members the Equality Standard for the Police Service. This is a self improvement framework to integrate equality activity across all policing business. The Constabulary had undertaken a self-assessment process, the findings of which were presented to the Senior Managers Forum who agreed that a gap analysis should be carried out to identify ways to improve confidence and deliver services fairly. A report would be brought to the next meeting.

RESOLVED, that,



- (i) the report be noted; and
- (ii) an update report be provided to the next meeting.

71. EQUALITY IMPACT ASSESSMENTS OF POLICE AUTHORITY POLICIES

The Policy and Performance Officer presented a report which detailed the equality impact assessment which had been carried out in relation to Police Authority policies.

Since the last meeting of the Committee a member and officer of the Police Authority had both received equality impact assessment training which brought the total to 12 members of the Authority having received the training.

The Policy and Performance Officer stated that a diary system had been created to identify all the Authority's policies and when they should be impact assessed. It was agreed that a copy of this would be brought to the next meeting.

RESOLVED, that,

- (i) report be noted; and
- (ii) a copy of the equality impact assessment diary system be brought to the next meeting.

72. CONSTABULARY EQUALITY IMPACT ASSESSMENTS

The Acting Director of Strategic Development gave a verbal update regarding the changes the Constabulary had made to their Equality Impact Assessment process. This had made the process easier and more relevant for policy holders to use at the commencement of creating a policy. An internal consultation process had been conducted as well as an external consultation process; the results of this would be presented to the Confidence Board in May.

It was agreed that a copy of the final process and relevant forms would be presented to the next meeting.

RESOLVED, that,

- (i) the report be noted; and
- (ii) a copy of the final process and relevant forms be presented to the next meeting.

73. COMMITTEE SCRUTINY PLAN

The Policy and Performance Officer, in conjunction with the members, had reviewed the current areas of scrutiny for the committee and developed these to increase the focus of discussions on priority areas. This would however, not lead to additional reporting by the Constabulary but may change the emphasis in some reporting, such as consultation results. A table within the report illustrated what the members had agreed upon.



It was agreed that the Authority would report on equality impact assessments on a 6 monthly basis rather than quarterly as at present.

In relation to Human Rights, as this was embedded and cut across all areas of the Constabulary's work the Authority's Lead Member was unable to liaise directly with a counterpart in the Constabulary. Following discussion it was felt that the Lead Member could ensure that relevant Human Rights training was being provided and it was proposed that they contact other Police Authorities to ascertain how they were dealing with this issue. It was agreed that the Acting Chief Executive, Mrs Shaw and Mr Everingham would meet to progress this matter.

Members discussed the Authority's involvement in partnerships and how scrutiny of this area of work related to this committee. Mr Everingham advised that as Chair of the Strategic Risk Working Group he would, as a matter of course, be liaising with the Acting Director of Strategic Development in relation to risk and would be discussing partnerships. By identifying any risks involved with partnerships an assessment could be made as to what value was being added by being involved in a particular partnership. It was noted that a changing economic climate may change the dynamics of some partnerships.

The Policy and Performance Officer reminded members that it was all the Authority's committees' responsibility to look at how they performed with partners; understand why they were involved with them and ensure that the Police Authority's priorities were represented.

- RESOLVED,** that,
- (i) the report be noted;
 - (ii) Police Authority Equality Impact Assessment reports be presented to the committee on a 6 monthly basis;
 - (iii) The Acting Chief Executive, Mrs Shaw and Mr Everingham meet to discuss and progress Human Rights issues;
 - (iv) Mr Everingham and the Acting Director of Strategic Development meet to discuss strategic risk including partnerships;

74. MEMBERS REPORT BACK

Mrs Shaw reported that the Authority was due to hold a Police Community Liaison Forum meeting at Ulverston in September. The Constabulary were also holding a Safer Stronger meeting in September and it was agreed that if possible these meetings should be combined.

Mrs Maes had attended a Constabulary Children and Young Persons Strategy Group meeting and reported that the Police Authority had asked the Constabulary to review how it dealt with young people. This has resulted in inconsistencies being identified and the Constabulary developing an action plan to standardised across the BCU's engagement with young people. Assistant Chief Constable Graham advised that a steering group was to be established to identify what issues



were to be addressed and agreed to bring a copy of the action plan to the next meeting.

- RESOLVED,** that, the
- (i) reports be noted; and
 - (ii) Constabulary provide a copy of the action plan for engaging with young people to the next meeting

Meeting ended at 12.20 pm