

**CUMBRIA POLICE AUTHORITY**

**COMMUNITY AND RACE RELATIONS COMMITTEE**

Minutes of a Meeting of the Community and Race Relations Committee held on Thursday 7 July 2005 in Conference Room 1, Police Headquarters, Carleton Hall, Penrith commencing at 2 p.m.

**PRESENT**

Ms J Lashmar  
Mrs L Slavin  
Mr R Watson  
Mr J Woolley

**Also Present:**

Clerk & Chief Executive  
Deputy Chief Constable  
Assistant Chief Constable (Operations)  
Constabulary Race and Diversity Officer  
Deputy Clerk to the Police Authority

**PART 1 – ITEMS TAKEN IN THE PRESENCE OF THE PRESS AND PUBLIC**

**1. MEMBERSHIP**

Members noted the Membership of the Committee as agreed at the Annual meeting of the Police Authority on 1 June 2005, as follows:

Mr M Ash  
Mrs C A Egan  
Ms J Lashmar  
Mr R Watson  
Mr J Woolley

The Chairman and Vice-Chairman of the Police Authority were ex-officio Members of the Committee.

**RESOLVED,** that the membership of the Committee be noted.

**2. APOLOGIES FOR ABSENCE**

Apologies were received from Mr M Ash and Mrs C A Egan

**3. APPOINTMENT OF CHAIR**

**RESOLVED,** that Ms J Lashmar be appointed as Chair of the Committee for the ensuing year.

Ms Lashmar in the Chair.

**4. EXCLUSION OF THE PRESS AND PUBLIC**

There were no items on the agenda from which the Press and Public were to be excluded.

**5. DISCLOSURE OF PERSONAL INTERESTS**

There were no disclosures of any personal interests relating to any item on the agenda.

**6. MINUTES**

The Minutes of the meeting of the Committee held on 21 April 2005 had been circulated with the Agenda for the meeting.

Members noted that while it had been reported at the last meeting of the Committee in April that all Members of the Authority had received Race and Diversity Training as provided by the Constabulary, following the County Council Elections the Authority now had five new Members. The Clerk & Chief Executive informed Members that arrangements were in hand to ensure that all five Members received the diversity training provided by the Constabulary, and in fact all five had committed to attending courses during the autumn.

The Chair then reported on discussions at a recent APA meeting concerning the provision of race and diversity training for Members and possible sanctions against Members who would not undertake such training.

The Deputy Chief Constable stated that race and diversity training within the Constabulary was changing and would look considerably different with the introduction of IPLDP. She considered that the importance of Members having a practical understanding of diversity issues was of considerable importance and would always remain a relevant issue.

**RESOLVED,** that the Minutes of the meeting held on 21 April 2005 be confirmed as a correct record and signed by the Chair.

**7. FEEDBACK ON THE LAUNCH OF THE CUMBRIA MULTI-AGENCY BME CONSULTATION.**

The Chair provided feedback on the launch of the findings of the Multi-Agency BME consultation undertaken by IODA on behalf of various public sector

bodies within Cumbria. The launch had been held at Newton Rigg on 30 June 2005. Amongst the findings of particular interest was the fact that members of the BME communities did not appear to be suffering from consultation overload, as was commonly thought, but in fact valued being asked for their views. The consultation had highlighted perceptions of service provision amongst the BME community and the need for the provision of clear information. Where possible those consultees who could be identified would receive feedback fairly quickly and a strategy group had been established from amongst the agencies, on which the Constabulary was represented, to take the work forward during the coming months.

The Chair thanked the Force Race and Diversity Officer for all her hard work in both supporting the multi-agency group and towards achieving the consultation undertaken by IODA.

In considering the report some concern was expressed that whilst it contained a lot of information it did not have any meaningful conclusions and it was felt that it was possible to draw inferences from it which might not be correct.

It was also considered that it was important to see this piece of work in the overall context, for example the Morris report and the CRE investigation of the police service. The challenge facing the Constabulary was to respond to all of the issues as a whole and resist the temptation to be diverted into specific areas, which might be the case if reference was only made to the report produced by IODA.

It was suggested that it might be appropriate to ask IODA to develop some conclusions based on the research they had conducted, and the Force Race and Diversity Officer indicated that she would provide the Clerk & Chief Executive with a copy of the terms of reference under which IODA were working. If the Police Authority considered, as a contributor, that it wished to raise this matter it could ask the steering group to consider raising the issue with IODA.

**RESOLVED,** that the report be noted.

## **8. CONSTABULARY RACE AND DIVERSITY EQUALITY SCHEME**

The Deputy Chief Constable presented a report, appended to which was the Constabulary's Race and Diversity Equality Scheme for the period 2005-2008. The Scheme had been published on 31 May 2005. As a living document it was anticipated that it would be regularly updated.

**RESOLVED,** that the report be noted.

**9. POLICE AUTHORITY RACE EQUALITY SCHEME ACTION PLAN - UPDATE**

The Clerk & Chief Executive presented a report, appended to which was the action plan supporting the Police Authority Race Equality Scheme, amended to reflect action undertaken since the last meeting of the Committee. The purpose of the report was to enable Members to monitor progress against the agreed action plan.

In response to a question from a Member concerning the translation of documents the Clerk & Chief Executive advised that the Authority was committed to translating documents if required, but it was not the intention to automatically translate all documents produced by the Authority. This approach was believed to be both practical and economical.

Other issues considered included the distribution of Stop and Search information leaflets by the Authority, the possibility of developing a separate page within the Authority's website on Race and Diversity, the importance of ensuring that all Members of the Authority received appropriate Race and Diversity training from the Constabulary and the need to ensure that Independent Custody Visitors and other volunteers received appropriate training.

**RESOLVED,** that progress against the Action Plan be noted.

**10. NEW CONSTABULARY STRUCTURE FOR RACE AND DIVERSITY**

The Deputy Chief Constable reminded Members of the development of Race Equality Structures within the Constabulary and reminded them of recent issues, such as a Commission for Racial Equality Report, the Morris Report, the Taylor Report and the ACPO Action Plan, all of which required a coordinated response from the Constabulary.

The Constabulary had taken the view that to address the issues identified in the various reports and action plans a coordinated response was required and to take the Constabulary forward they had developed a new working group structure and established a Diversity Unit. The Deputy Chief Constable would chair an overarching Strategic Diversity and Confidence Board, on which the Authority was to be represented by the Chair of the Community and Race Relations Committee, the first meeting of which would take place on the rise of the Committee. The Board was seen as a strategic, high level group that would drive forward diversity through the Constabulary as a "golden thread". Under the Board were three further groups, a Race and Diversity Learning and Development Board, to be chaired by the Director of Personnel and Development, an Operations/Outward Focused Diversity Group, to be chaired by the Assistant Chief Constable (Operations) and a third group with an internal focus.

**(Note: The Deputy Clerk left the meeting and the Administration Manager joined the meeting at this point.)**

**RESOLVED,** that the report be received.

**(Note: Mrs L Slavin left the meeting at this point)**

## **11. STOP AND SEARCH**

The Clerk & Chief Executive presented a report previously circulated with the Agenda which sought to update Members on the current position regarding the new Stop and Search rules. He outlined the processes undertaken by the Authority to distribute credit card sized leaflets entitled “Stop & Search – Know Your Rights”, which had been produced by the Association of Police Authorities (APA), and informed Members that the list for distribution included schools, hospitals, citizen advice bureaux and public reference or information centres throughout Cumbria. In addition a specialist set in Braille had been sent to the Blind Centre in Carlisle. The A3 and A4 sized ‘Stop and Search’ posters, although previously ordered from the APA, had just been received and these would also be widely distributed.

He informed Members that a supply of credit card sized leaflets “Stop & Search – Know Your Rights” in different languages had been requested from the APA and that delivery of these was still awaited. He also advised Members that information regarding the new Stop & Search rules had been placed on the Authority’s “What’s New” section of the website with links to the APA ‘Stop & Search’ section and to related sites.

Members discussed the monitoring and scrutiny of ‘stops’ and the information required. It was decided that the impact of ‘stops’ relating to race and diversity issues should be reported to the Community and Race Relations Committee and that the impact/success of ‘stops’ on criminality be reported to the Audit and Performance Committee every six months.

**RESOLVED,** that

- (i) the contents of the report be noted, and
- (ii) the Chief Constable present a report on the operation of the new Stop and Search procedures to both the Community & Race Relations Committee and the Audit and Performance Committee every six months.

## **12. MEMBERS REPORT BACK**

(a) The Clerk & Chief Executive reported on a Cumbria Strategic Development meeting he had attended organised by the Government Office North West. The main topic of discussion had been the release of funds from Central Government which would involve CDRP’s, Local Strategic Partnerships etc. working together to provide safer and stronger communities.

(b) The Chair of the Committee reported that she had attended a Race and Diversity Policy Group at the Association of Police Authorities (APA) and also a seminar for Race and Diversity Champions organised jointly by the APA and ACPO at which had been held at Bramshill.

**13. ANY OTHER BUSINESS**

A Member queried why the recently advertised Constabulary Training Officer post had been restricted to Police Officers only. The Deputy Chief Constable informed Members that the funding for this post had to be met from existing resources and which had precluded advertising for an additional member of staff.

**14. DATE OF NEXT MEETING**

Members noted that the next meeting of the Community and Race Relations Committee would be held on Tuesday 1 November 2005 at 2 p.m.

The meeting ended at 4.00 pm.