



Agenda Item No 15

CUMBRIA POLICE AUTHORITY

COMMUNITIES, EQUALITY AND DIVERSITY COMMITTEE

Minutes of a Meeting of the Community, Equality and Diversity Committee held on Monday 11 January 2010 in Conference Room 2, Police Headquarters, Carleton Hall, Penrith, commencing at 10.00am.

PRESENT

Mrs Joke Maes (Chair)

Mr Ray Cole
Mr Patrick Everingham
Ms Beth Furneaux
Mr John Mallinson

Mrs Lynda Shaw
Mr Reg Watson
Mr John Woolley

Also Present:

Director of Personnel & Development (Ms J Bancroft)
Acting Director Strategic Development (Ms J Sauntson)
Inspector A Shaddock (for Agenda Item 11 only)
Deputy Chief Executive (Mr S Edwards)
Policy & Performance Officer (Ms N Brooker)
Committee Services Officer (Mrs J Head)

Police Authority Member, Mr Rob Huck was also present with 3 students from Whitehaven School in relation to agenda item number 5 – 11 Million Takeover Day.

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

31. APOLOGIES FOR ABSENCE

No apologies for absence were received as all members present.

32. 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.

33. DISCLOSURE OF PERSONAL INTERESTS

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



34. MINUTES

The Minutes of the meeting of the Committee held on 14 October 2009 had been circulated with the agenda for the meeting.

In relation to minute number 22, Every Child Matters, members were advised that at present the Police Authority had still not been appointed a place on the Children's Trust. This Authority would continue to progress this issue.

With regard to minute number 21, Mosquito Devices, on 11 Million Takeover day the Police Authority had used a broad theme on youth issues and therefore not specifically asked for students comments. However some had raised the topic and indeed the students attending the meeting today would be making comments on this very topic.

As the Human Rights training in December had been cancelled, members were advised that this would now take place on 2 February 2010 in Preston. Further details would be provided during the relevant item on the agenda.

In relation to minute number 23, Public Consultation Survey results, the chair asked that the last sentence in the first paragraph include the word 'results'.

RESOLVED, that, subject to the above amendment, the Minutes of the Community, Equality and Diversity Committee meeting held on 14 October 2009, be confirmed as a correct record and signed by the Chair.

35. 11 MILLION TAKEOVER DAY PRESENTATIONS

On 6 November 2009, Cumbria Police Authority had asked students from Whitehaven and Netherall Schools what it was like to be a young person in their area. The students designed posters, television adverts and radio interviews to highlight young people's views. Some of the designs and information created by the students had been displayed in the room prior to the commencement of the meeting for members to view.

Three of the students who had attended the 11 Million Takeover Day event were present at the meeting and presented some of the views gathered from young people. These were:-

- Sometimes the police made mistakes on how they view young people by stereotyping them. Young people feel that just because they choose to wear a hooded top does not make them a troublemaker. A minority of officers wrongly stereotyping young people which may change the way a situation is handled, thus giving the police a bad reputation with young people.
- Some young people do deserve to be punished but police officers should not jump to conclusions.
- In the main young people think that police officers do a good job and work well with young people in communities in Cumbria.



- Generally young people viewed mosquito devices as a good deterrent and helped the community. The students felt they should be used at schools and venues where criminal damage had occurred. However not in public places where young people like to met.
- Behaviour contracts for young people were often used to improve behaviour but many young people felt that a verbal warning should be given in the first instance with the contract being used on a second occasion.

Overall a positive view of how the police treat young people was given with only a small amount of criticism. It was interesting to note the varying views of different age groups. Year 7 students had a very positive view of the police, whereas Year 10 felt that the police often jumped to conclusions when dealing with young people. This could be attributed to the older students going out more and staying out later than the younger ones. Often older students had been victims of crime, such as theft and assault, although they stated that the police had dealt with them in a compassionate way and had not stereotyped them or jumped to conclusions, which was pleasing to note.

In response to a question from a member the students stated that they would feel confident in speaking directly to a police officer regarding any issues. They also found that having a designated police officer at their school was an advantage.

In picking up on the student's comments that there was not much to do at Whitehaven for young people, a member asked what the Police Authority, Constabulary and local councils could do to improve this situation. The students suggested that due to a lack of equipment and organised events, many young people did not attend the youth clubs which had been set up. A member asked whether any of the students had attended the activities organised by the Constabulary during the summer. Disappointingly the students advised that they had been told about the events, but that nearer the time the students had seen little or no publicity regarding them so they had not attended.

The students thanked the members for the opportunity for them to come and speak directly to the Police Authority and make the views of young people known. They stated that they felt confident that the Police Authority would listen to their views and that they would make a difference and influence policing in Cumbria.

RESOLVED, that the comments from the students be noted.

(Mr R Huck and the 3 students left the meeting at this point)

36. COMMITTEE SCRUTINY OF POLICING PLAN PRIORITIES AND THE POLICING PLEDGE

The Policy and Performance Officer presented a report which highlighted to members the suggested priority areas for the committee in relation to its scrutiny of Constabulary performance. In relation to the Policing Pledge reports had been provided to the full Police Authority, which members who have seen and to the Policing Plan and Performance Committee.



Contained within the appendix to the report was a breakdown of all the committees and working group responsibilities for the Authority's monitoring of the Policing Plan 2009-12. Members agreed that the authority would need to determine who would undertake responsibility for each issue and how this would be progressed as they did not want two committees to do the same work. The Policy and Performance Officer advised that the Policing Plan and Performance Committee would monitor all performance on a quantity basis and other committees and working groups would look at performance from a quality point of view.

In relation to public confidence the Chair of the Police Authority advised that he had attended a meeting with the Chief Executive and the Chamber of Commerce where business fraud had been discussed. He was keen to know what the Constabulary were doing in relation to this area of crime as it was often difficult to detect and time consuming to prove when it was. Inspector Shaddock stated that the Chief Constable had been approached for the Constabulary to undertake some preventative work in this area. He would ascertain what was happening in relation to this and report back to the committee.

Members discussed how the Police Authority could draw views from the different communities in Cumbria and noted that businesses and the farming community were not specifically covered. Members asked that a report be provided to the next meeting on how the views of farming communities in Cumbria could or were being accessed.

A discussion took place on the importance of partnerships and members were advised that the Constabulary were still undertaking an audit of their partners and the identified risks that they posed. The results of this audit would be presented to the Authority's Governance Committee and the Authority would need to co-ordinate which committees and working groups also required this information.

Members agreed that they should formulate a scrutiny work programme for the committee to identify any areas of priority. It was agreed that the Chair would meet with the Policy and Performance Officer to create an initial list of areas which would be emailed to committee members for their comments and suggestions.

- RESOLVED,** that, the
- (i) report be noted;
 - (ii) Constabulary report to the committee regarding work being undertaken in relation to Business Fraud and its prevention;
 - (iii) Constabulary report on the views of farming communities in Cumbria and any work undertaken to improve communication processes with them;
 - (iv) Committee Chair and Policy and Performance Officer create an initial list of scrutiny priorities and this be emailed to committee members.



37. POLICE AUTHORITY ENGAGEMENT STRATEGY

Following the implementation of the Police Authority's Community Engagement Strategy in September 2009, the Policy and Performance Officer presented a report which detailed the progress which had been undertaken since implementing the policy. She advised that full reports on feedback from the public were presented to the Police Authority and that a summary was being presented to the meeting today.

A member asked whether or not the Police Authority website had a specific section for young people. The Policy and Performance Officer stated that the winning posters designed at the 11 Million Takeover Day event would be uploaded onto the website along with copies of the videos made. However at present there was not a specific section dedicated to young people. It was noted that the Constabulary had a children's page but it was felt that this was aimed at younger children.

Members discussed the advertising and format of the Authority's Community Liaison Forums which were held on a quarterly basis at venues throughout the county. It was agreed that a more relaxed format and more publicity may attract more members of the public to attend. Members were advised that the Authority's Community Engagement Officer would commence employment in February 2010. It was anticipated that they would look at and progress this area of work.

A discussion took place on how the Police Authority could utilise neighbourhood meetings already held by the local councils and Constabulary rather than having separate meetings. It was agreed that when members attended the BCU link meetings they would ascertain from the Chief Superintendent any issues which were to be raised at their forums which the Police Authority may be interested in. Member attendance at such meetings could then be arranged.

As there were a number of organisations already undertaking youth engagement it was felt that the Police Authority should buy into what was already being done rather than carrying out separate engagement. This could then ensure that broader issues were identified.

RESOLVED, that, the

- (i) report be noted; and
- (ii) members attend the BCU Link meetings and ascertain what issues would be raised at Constabulary forums.

The Chair advised that she would be taking agenda item 11 next to allow Inspector Shaddock to leave the meeting.

(Note: Ms J Sauntson joined the meeting)



38. USE OF STOP AND SEARCH POWERS

Inspector Shaddock presented a report which highlighted to members the use of stop and stop/search powers which had taken place in Cumbria for the period April 2009 to September 2009.

Members were advised that in July 2009 the Constabulary had withdrawn the use of Section 44 powers under the Terrorism Act which authorised officers to stop and search persons who fit a target profile. When asked why this had occurred, Inspector Shaddock advised that the Home Office was required to re-issue the powers every 28 days and it was felt that there was no longer a significant threat. However should the situation change they could be re-instated very quickly.

Members' attention was drawn to the Stop, Search and Arrest data which had been provided revealing the national average for this indicator for the period 2007/08. It was noted that Cumbria's measure had remained at 11% for the last three years suggesting a level of success in line with the national picture. Although the figures were now 12 months out of date and care should be taken when comparing Cumbria with the other forces.

Inspector Shaddock guided members through the Stop and Search figures contained within the report. Members noted that North Cumbria had a significantly higher number of stop and searches than West and South Cumbria. Inspector Shaddock had ascertained from North Cumbria that during June 2009 the Appleby Horse Fair had been held. During that month 743 people had been stopped and searched compared to the normally monthly average of between 300-400 people. The travelling community were not recorded as a separate minority ethnic group and therefore the stops for this specific group of people could not be identified. The North of the county also had a successful football team attracting many football fans and the busy M6 corridor which could account for increased figures.

Members felt that due to the increase in the number of people stopped and searched during the Appleby Fair it would be appropriate for the Authority to ascertain how people felt about being stopped and searched at the fair being held in 2010.

A member asked why West Cumbria has significantly lower figures in relation to all minority ethnic groups compared with North and South Cumbria. Inspector Shaddock informed members that in relation to Stop and Account all areas had a strategy in place for young people. However West Cumbria had a more advanced system which did not correlate to the form completed for the Home Office return. Following this identified flaw updated figures now showed that the Stop and Account for West Cumbria was more in line with that of North and South Cumbria.

Members asked why the Constabulary did not have a current policy in force in relation to Stop and Search powers. The Authority's Lead Member for Stop and Search informed the meeting that he would be meeting with the Constabulary on 8 February 2010 to progress a joint policy. Independent Advisory Groups (IAGs) would also be consulted on such a policy. Members asked that the policy be



presented to the next meeting with a copy of any Equality Impact Assessment undertaken.

The Chair asked whether or not it would be possible for the Police Authority to dip sample stop and search forms as a scrutiny and quality process. Inspector Shaddock advised that other Police Authority's did carry out such a function and he would liaise with the Authority's Stop and Search Lead Member to organise the dip sampling of such forms prior to the next meeting of the committee.

- RESOLVED,** that, the
- (i) report be noted;
 - (ii) Authority Stop and Search Lead Member attend meeting with Constabulary on 8/2/10 to progress joint policy for Stop and Search. The policy and any Equality Impact Assessment to be presented to the next committee meeting;
 - (iii) Constabulary and Authority Stop and Search Lead Member organise the dip sampling of Stop and Search forms prior to the next committee meeting.

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

39. JOINT COMMUNITY INVOLVEMENT AND CONSULTATION STRATEGY ACTION PLAN UPDATE

The Acting Director of Strategic Development provided to members an updated copy of the joint consultation action plan for 2009-2010. She advised that there were no outstanding actions and that a new action plan for 2010-2013 was currently being developed. The new strategy had been renamed to include the word 'involvement' as well as engagement to ensure members of the public fully understood what the strategy was for.

It was the intention of the Police Authority and Constabulary to put people at the heart of policing in Cumbria. By using the strategy this would allow the Police Authority and Constabulary to gather information from the public, analyse their requirements and then illustrate the difference their comments had made to policing services provided.

Internal consultation within both organisations would also play an important part in how operational policing was carried out. The updated strategy was to be presented to the Constabulary's Operational Policing Board for further development and ensure it was meaningful to operational policing. The updated strategy would be presented to the next meeting of the committee.

The Acting Director thanked the Authority's Policy and Performance Officer and members for the guidance they provided in creation of the proposed new strategy.

A member asked what work was being done in relation to partners and how the force was engaging with the County Council and partners. It was important to



understand this relationship as public perception of partners work may not be favourable towards the Police Authority and Constabulary. An understanding of the flow of information between different bodies and partners such as CDRPs (Crime and Disorder Reduction Partnerships) and LSPs (Local Strategic Partnerships) was important to ensure that the Police Authority actively participated and provided its corporate view and guidance. The Policy and Performance Officer advised that the Authority's representatives on CDRPs were now holding regular meetings to discuss issues and ensure a corporate view was presented to meetings throughout the county. The approved Policing Plan would also provide confirmation that work would be done to ensure the flows of information between partners.

A member enquired whether or not the Courts service was identified and included as a partner. The Acting Director confirmed that the Courts service were indeed classed and included as a partner for the Constabulary and Police Authority.

In response to a question from a member the Acting Director confirmed that over 40% of people who responded to the Autumn Consultation Survey were of a retired age and therefore would be included as a 'particular demographic group' within the strategy.

Members agreed that partnership working with bodies such as the County Council were very important and directed that the Constabulary should always attend arranged meetings to progress partnership working. They were reassured that partnership working was being fully embedded within the Constabulary and Police Authority itself.

Members asked that the strategy and action plan be colour coded to illustrate those requirements which were statutory and those which were strategic. This would then enable the Authority to distinguish between what was compulsory and what the Authority and Constabulary had agreed to do as part of the Constabulary's strategic direction set by the Authority. They requested that the outcomes of any consultation undertaken be easily identified within the action plan to illustrate what the public had said and how this was being actioned and implemented.

RESOLVED, that, the
 (i) report be noted; and
 (ii) updated Community Involvement and Consultation Strategy be presented to the next Committee meeting.

40. AUTUMN CONSULTATION SURVEY RESULTS

The Acting Director presented the results of the Autumn Confidence Survey conducted during November 2009. To date 767 surveys were returned giving a response rate of 25.4%. When asked what the Constabulary were doing with the results of the survey they were advised that these were being fed into each of the Neighbourhood Policing Teams (NPT). Each NPT Inspector was being provided with an engagement plan which contained information gathered from the survey



identifying problems within their area. Performance statistics produced would also be provided to the NPT Inspectors including performance against the Policing Pledge.

Common themes throughout the county would be fed into the Constabulary's Confidence Board, such as the public's wish to have more visible policing. A member pointed out that 74.2% of those who responded to the survey wished to see more officers on the street. Members were concerned that even if there were more officers on the street, that it was actual engagement with the public that was important and feeding back what was reported to them. They were keen to see that PCSO's (Police Community Support Officers) varied the routes taken when out on patrol to ensure that they were visible and spoke to as many members of the public as possible. The Acting Director confirmed that this very issue was to be included within the new Community Involvement and Consultation Strategy.

A member advised that in South Cumbria, Barrow was split into two sectors Barrow 3 and Barrow 8. This was very confusing to members of the public as they were not aware of which team covered what area of Barrow. Members asked that the two areas within Barrow be clearly identified to members of the public to avoid further confusion.

Members asked what the Constabulary proposed to do regarding minority groups who did not feel confident. The Acting Director advised that a plan was currently being developed to address this issue and would be taken to the Constabulary's next Confidence Board meeting. As the committee chair was a member of this board she would report back to the Authority on any issues raised.

RESOLVED, that, the

- (i) report be noted;
- (ii) findings of the survey be incorporated into the Joint Community Involvement and Consultation Strategy Action Plan.

(Note: Mr R Cole and Mrs L Shaw left the meeting at this point to attend another meeting)

41. YOUTH CONSULTATION SURVEY RESULTS

The Acting Director presented the results of the youth summer consultation survey which was carried out during September and October 2009. A total of 1,000 surveys were distributed to schools across the county involved in the Safer Schools Partnership via Safer Schools Officers. The survey had received 392 surveys, a response rate of 39%, which had mostly been from students aged between 11 and 15 years old.

It was noted that the young people surveyed had in general raised the same concerns as those adults surveyed during the summer of 2009. However two additional areas of concern to young people were bullying and terrorist attacks.



Members asked how the information gained from the survey would be utilised. They were advised that this information would be provided to NPT Inspectors to include within their engagement plans and where applicable the same information would be provided to the dedicated Safer Schools officers.

Members stated that they would wish for the survey to become an annual event and the Acting Director agreed that it could be carried out again in the autumn. It was important that the views of young people were ascertained and then utilised within the Policing Plan which was refreshed on an annual basis.

RESOLVED, that, the report be noted.

42. POLICE AUTHORITY EQUALITY SCHEMES

The Deputy Chief Executive presented the quarterly update of the Police Authority's three equality schemes. The action plans for each of the schemes had been updated to reflect any changes.

Members noted that the Authority had a new Disability Equality Scheme in place following its approval at the Police Authority meeting in December 2009.

RESOLVED, that the progress against the action plans be noted.

43. POLICE AUTHORITY DISABILITY EQUALITY SCHEME

The Deputy Chief Executive presented a report which outlined the continued development of the Authority's new Disability Equality Scheme. The Authority had approved the new scheme at its meeting in December 2009, where it had also agreed that the scheme would be published on the Police Authority's website with an invitation to submit comments. The draft scheme was also due to be discussed with the Community Advisors Group during the afternoon of 11 January 2010.

Following discussion members agreed to arrange a meeting of the committee prior to the next scheduled meeting in April to consider and make any necessary changes to the scheme following the consultation period. It was proposed that the meeting be arranged for the afternoon of 17 February 2010, following the next full Police Authority meeting. The Deputy Chief Executive would send an email to members confirming arrangements.

RESOLVED, that,

- (i) the report be noted; and
- (ii) an additional meeting of the committee be arranged for the afternoon of 17 February 2010 to consider the results of the website consultation.

44. POLICE AUTHORITY SINGLE EQUALITY SCHEME

The Police Authority was in the process of creating a Single Equality Scheme which would encompass the Authority's three current equality schemes. It was



anticipated it would be completed for launch in April 2010. At the last committee meeting a Task and Finish Group had been created which subsequently met on 10 November 2009 to assist in the creation and development of the first draft of the scheme. Members were advised that the Constabulary were also working on the creation of a single equality scheme working to the same timescale as the Police Authority.

The first draft of the Single Equality Scheme was due to be presented to the Community Advisory Group (CAG) during the afternoon following the meeting. It was agreed that the Task and Finish Group would meet at the end of January to include any comments made by CAG within the Single Equality Scheme. The draft scheme would then be published on the Police Authority website for a consultation process.

It was proposed to present the Authority's Single Equality Scheme to the full Police Authority at its meeting on 23 March 2010. Therefore it was agreed that the Committee would meet at the beginning of March to consider the results of the consultation process and make any necessary amendments to the scheme prior to it be presented to the full Authority for approval.

- RESOLVED,** that,
- (i) the report be noted;
 - (ii) the Task and Finish group meet at the end of January to further develop Single Equality Scheme and then publish on Authority website for consultation;
 - (iii) a meeting of the committee be arranged for early March to approve final draft of the Single Equality Scheme to be presented to the full Police Authority meeting on 23 March 2010.

45. CONSTABULARY EQUALITY SCHEMES

The Director of Personnel presented a report which provided an overview of all the Constabulary's equality schemes. In response to a question from a member she confirmed that they were all up to date and compliant with legislation.

She stated that the Constabulary were in the process of creating a Single Equality Scheme which would be in a similar format to that of the Authority's proposed scheme.

Members were advised that the NPIA (National Police Improvement Agency) had now published the proposed standard for Equality Standard for the Police Service. A progress report would be provided to the next quarterly meeting of the committee.

- RESOLVED,** that, the
- (i) report be noted; and



- (ii) Constabulary provide a progress report in relation to the Equality Standard for the Police Service to the next quarterly committee meeting.

46. EQUALITY IMPACT ASSESSMENTS OF POLICE AUTHORITY POLICIES

The Policy and Performance Officer presented a report which detailed equality impact assessments undertaken on Police Authority policies. The Authority's Disability Equality Scheme and Community Engagement Strategy had both been impact assessed and presented to a meeting of the Community Advisory Group (CAG). Comments and issues raised by the CAG were included within the report and would be acted upon.

Some members of the committee had received training on equality impact assessments and the Policy and Performance Officer advised that a further training session was being held by the Constabulary on 11 February 2010. It was essential that those members of the committee who had not previously attending such training sessions did so in order to inform their knowledge of the process and procedure involved in undertaking such assessments. The Policy and Performance Officer would email all committee members with the proposed and future dates of equality impact assessment training.

The committee Chair asked how many Authority policies still required an equality impact assessment to be carried out. The Policy and Performance Officer advised that a list had been compiled which consisted of mainly older policies that were due to be reviewed in any case. The Chair directed members that when the committee, or indeed the Authority, was approving a new policy that members should ask to see a copy of the equality impact assessment.

RESOLVED, that, the

- (i) report be noted; and
- (ii) Policy and Performance Officer email members with the dates of Equality Impact Assessment training sessions.

47. CONSTABULARY EQUALITY IMPACT ASSESSMENT OF POLICIES

The Acting Director of Strategic Development presented a report which provided details of equality impact assessments which had been carried out on Constabulary policies since the last update in July 2009.

Three policies, which were high relevance policies for diversity, which had been developed and approved by Constabulary boards were:

- Training Policy
- Critical Incident Policy
- Tactical Support Group (TSG) Operating Policy)

The Acting Director advised that the Constabulary had recently reviewed the bureaucratic process currently in place for staff to undertake equality impact



assessments. The process was to be re-designed with changes to the form filled in for each assessment to make the process easier to understand and complete.

The committee chair asked that as the Constabulary were required to publish the results of such equality impact assessments on their website, that the committee be reassured that the relevant staff were fully trained to do the assessments. The Acting Director advised that a report would be presented to the April meeting of the committee illustrating the changes made to the system and would include details of Constabulary staff training.

RESOLVED, that, the

- (i) report be noted; and
- (ii) Constabulary provide a report to the April meeting illustrating changes to the Equality Impact Assessment process and staff training.

48. HUMAN RIGHTS TRAINING

The Deputy Chief Constable reported that following the publication of the report with the agenda papers further developments had occurred in the provision of Human Rights Training for Authority members. A one day regional training course on the 2 February 2010 would now be held at Preston for Police Authority members to attend. There would be a flat rate charge for the Authority regardless of the number of delegates attended. To date five members and two officers had indicated their preference to attend. Any other members who wished to attend should advise the Deputy Chief Executive as soon as possible to enable their place to be booked. Once the total number of attendees from Cumbria was known transportation would be arranged.

RESOLVED, that the report be noted.

49. MEMBERS REPORT BACK

Mrs J Maes provided details of the Constabulary Confidence Board meeting she had attended in December 2009. The summer and autumn survey findings had been presented and also work which had taken place in relation to Confidence Work Streams and the Constabulary's Structure Review.

Meeting ended at 12.50 pm