

CUMBRIA POLICE AUTHORITY

COMMUNITY AND RACE RELATIONS COMMITTEE

Minutes of a Meeting of the Community and Race Relations Committee held on Thursday 26 January 2006 in Conference Room 2, Police Headquarters, Carleton Hall, Penrith commencing at 2 p.m.

PRESENT

Ms J Lashmar (Chair)

Mr M Ash

Mr R Watson

Also Present:

Deputy Clerk (Mr S Edwards)

Constabulary Race and Diversity Adviser (Ms P Bell)

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

23. APOLOGIES FOR ABSENCE

Apologies were received from Mrs C A Egan, Mrs L Slavin and Mr J Woolley.

24 EXCLUSION OF THE PRESS AND PUBLIC

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

25. DISCLOSURE OF PERSONAL INTERESTS

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

26. MINUTES

The Minutes of the meeting of the Committee held on 1 November 2005 had been circulated with the Agenda for the meeting.

The Chair advised that the Joint Consultation Strategy, referred to in Minute No. 19 (Police Authority Race Equality Scheme Action Plan – Update) had now been agreed.

With reference to Minute No. 20 (Use of Stop/Search Powers within Cumbria) the Chair expressed concern that the wording of the third paragraph of the item could be misinterpreted leaving the impression that a quote system was being operated. This was not the case. Another Member suggested an

alternative wording of “a similar proportion to the number of residents from an ethnic minority”.

RESOLVED, that the Minutes of the meeting held on 1 November 2005 be confirmed as a correct record and signed by the Chair.

27. POLICE AUTHORITY RACE EQUALITY SCHEME ACTION PLAN - UPDATE

In line with the Committee’s previous decision a copy of the Authority’s Race Equality Scheme Action Plan had been circulated with the Agenda for the meeting. The purpose of including the Action Plan on the Agenda for each of the Committee’s meetings was to enable Members to monitor progress effectively. The Action Plan had been amended to reflect the actions undertaken since the last meeting of the Committee.

It was noted that the Joint Consultation Strategy had now been approved by both the Constabulary and the Authority.

Members worked through the Action Plan. Whilst doing so they noted that the Constabulary was now arranging to undertake in-house impact assessment training for its staff.

Members also noted that all Police Authority Members had now received appropriate Race and Diversity Training. Race and Diversity Training had also been provided for existing ICV’s and all new ICV’s were required to undertake Race and Diversity training before joining the Scheme. Evaluation was undertaken of the training provided to ICV’s but this was not the case for that provided for Members.

With regard to communications the Force Race and Diversity Adviser informed Members that Language Line had upgraded their website which now included a section for agencies. She also advised that a recent visit to the custody suite at Penrith Police Station had provided evidence that there was a considerable amount of information available to assist people with communication needs. Thought was given to the card it was intended to issue to Independent Custody Visitors and Members suggested various appropriate improvements.

Members then gave consideration to the requirement to review existing policies, activities and functions and noted that the key to taking forward this area of activity was training as that would be required before any reviews could be undertaken. Once training had been arranged then it would be possible to establish a timetable for conducting reviews.

Consideration was also given to the terms of reference of both the Committee and the Authority’s other Committee’s and Working Groups, which were subject to review on an annual basis at the Authority’s Annual Meeting.

RESOLVED, that the report and comments made by Members be noted and the Action Plan amended as appropriate.

28. STATUTORY CODE OF PRACTICE ON RACIAL EQUALITY IN EMPLOYMENT.

The Committee considered a report by the Clerk/Chief Executive which provided a briefing on the "Code of Practice on Racial Equality in Employment" which had been issued in November 2005 to replace the statutory "Code of Practice for the Elimination of Racial Discrimination and the Promotion of Racial Equality of Opportunity in Employment".

Members noted the content of the report and asked that it be submitted to the Personnel Committee.

RESOLVED, that

- (i) the report be noted; and
- (ii) the report be submitted to the Personnel Committee.

29. CONSULTATION WITH YOUNG PEOPLE

Members considered a report by the Clerk/Chief Executive which updated the Committee on that element on the Joint Consultation Strategy concerning consultation with young people to be undertaken by the Police Authority through the Community Liaison Forums.

Members considered the activity that was taking place including contacts with Millom School, Queen Elizabeth Grammar School and Ullswater Community College. The Eden PCLF was also looking to arrange a meeting at Newton Rigg. It was important that this activity was both coordinated and the outcomes considered so that best practice could be identified before similar consultation was undertaken.

Members gave consideration to where responsibility for coordinating this consultation activity lay, either with the Consultation Working Group or the Committee. The Authority had a duty to consult under Section 96 and the importance of consultation with all hard to reach groups, not only young people was noted.

RESOLVED, that the report be noted.

30. MEMBERS REPORT BACK

The Chair reported on her recent attendance at an IAG conference in Chester and a Deaf Awareness day held within Cumbria. The question of provision of deaf awareness training was considered and it was noted that the Constabulary was looking to develop a service level agreement with the Cumbria Disability Network that might also be of assistance to the Authority.

A report was also considered on the joint agency work in which both the Constabulary and Authority were involved and the forthcoming event to launch the results of recent consultation by IODA. It was noted that in the longer term it was hoped to establish a service level agreement with AWAS and the possibility of the Police Authority being involved in the SLA was raised.

RESOLVED, that the feedback received be noted.

The meeting ended at 3.30 p.m.