

Cumbria Police Authority

**Personnel Committee
21 July 2010
Agenda Item No 9**

Report by the Acting Chief Executive

INDEPENDENT CUSTODY VISITING SCHEME**Background**

The purpose of this report is to inform Members of the current position with regard to the membership of the Independent Custody Visiting Scheme and those Independent Custody Visitors (ICVs) who have completed their first and second three year appointments. The Committee is also asked to note the arrangements for recruitment proposed for the autumn of 2010.

RECOMMENDATIONS:

- (1) The position with regard to the membership of the Independent Custody Visiting Scheme be noted.
- (2) The reappointment of those Independent Custody Visitors eligible for and seeking a second or third three year term be approved
- (3) The process for appointment of new Independent Custody Visitors be approved.

Detail**Scheme Membership**

The Custody Visiting Scheme in Cumbria is composed of four Panels (North Cumbria, West Cumbria, Barrow and Kendal), each of which is to have 12 Custody Visitors (as agreed on 20 April 2009).

Re-appointments

A total of twenty eight ICV's are due for reappointment, nine of these panel members have completed two three year terms, and are now eligible to apply for a further three year term, as approved at the Police Authority's Professional Standards Committee in April 2010. This was agreed after considering the need to balance experience with the fresh insight that can be brought by new recruits to the scheme. Nine years will be the maximum continuous period that a Custody Visitor may remain in the Scheme.

Independent Custody Visitors eligible for reappointment September 2010

North Panel	2
Barrow Panel	7
West Panel	11
Kendal Panel	8

Confirmation of re-appointments

All Independent Custody Visitors eligible for re-appointment, have been contacted, and asked to inform the Authority of their intention to continue within the scheme for a further three year period. Those seeking re-appointment will be invited to a review meeting with the Panel Chair and Lead Member for the Police Authority, Rob Huck. The Panel Chairs due for re-appointment will meet with the Lead Member and Scheme Administrator, Joanne Thornborrow.

2010 Recruitment

To date there have been three expressions of interest for future vacancies, and all current serving Independent Custody Visitors have been asked to inform the authority of their intention to continue within the scheme. Until we are aware of the potential vacancies, a targeted recruitment exercise cannot be planned.

Information will be provided through the Police Authority Website, and a place based campaign will be undertaken within South Lakes in partnership with the CSP. We will also look to advertise through partner agencies, employers, organisations representing groups that are currently under represented on the Panels; we are not intending to place expensive advertisements within the media. This would conform to the Custody Visiting Codes of Practice, issued to underpin the Police Reform Act, which requires that the recruitment must be open, non-discriminatory and well publicised. Targeting under-represented groups would also help the Police Authority to ensure that the schemes membership is reflective of the community as a whole.

The Authority is also required to issue all applicants with a standard application form, and every new Custody Visitor must be interviewed and appointed on merit. In addition we have stipulated that all new Independent Custody Visitors must receive induction training before they can begin to make visits. These requirements establish the basis on which the Authority makes appointments.

The Committee is asked to agree the recruitment process outlined above, a further updating report will be provided to the Committee on the 27 October 2010.

S Edwards
Acting Chief Executive

01 July 2010

Background Papers: Report to and minutes of the Professional Standards Committee April 2010

Race and Diversity Implications: The Authority has a duty to ensure that its Membership, and that of the ICV Scheme, are representative of the community it serves.

Human Rights Implications: The ICV Scheme plays an important role in ensuring that the rights of detainees in police custody are respected.

Contact: Joanne Thornborrow, telephone 01768 217416 or email
Joanne.thornborrow@cumbria.police.uk