

Cumbria Police Authority  
Personnel Committee  
7<sup>th</sup> July 2005  
Agenda Item No. 11

Report by the Clerk/Chief Executive

## **INDEPENDENT CUSTODY VISITING SCHEME**

### **Background**

At the meeting on 27<sup>th</sup> April 2005 the Committee agreed a recruitment process and timetable for the appointment of new Independent Custody Visitors. The purpose of this report is to update Members with regard to progress with recruitment.

The report includes initial feedback on the Independent Custody Visiting Seminar held at Carleton Hall, Penrith on Saturday 25<sup>th</sup> June 2005.

The Committee is also asked to consider the introduction of a long service reward scheme for Independent Custody Visitors.

### **RECOMMENDED**

That the report be noted.

### **Detail**

#### **Recruitment**

The Personnel Committee was given overall responsibility for the recruitment of Independent Custody Visitors by the Police Authority in September 2004.

At the meeting of the Committee on 27<sup>th</sup> April a process and timetable for the recruitment of Independent Custody Visitors was agreed. A copy of the timetable is attached for information (Appendix 1).

Advertisements were placed in newspapers to provide coverage across Cumbria, and at the same time a press release was issued which meant that recruitment was picked up as a news item in several newspapers. It was also featured in a brief item on Border Television's "Lookaround" and the Deputy Clerk was interviewed by BBC Radio Cumbria for a series of pieces under the banner of the Year of the Volunteer. Posters were also sent to the major employers within the County, HE, FE and Sixth Form Colleges, CABx, libraries, local authorities, health bodies and representative bodies (eg Barrow Multi Cultural Forum, Cumbria Deaf Association, etc.) At least one of the major employers placed the advertisement on their intranet.

The advertisements produced 38 expressions of interest. The breakdown, by Panel area, is –

Barrow	- 10
Kendal	- 12
North Cumbria	- 6
West Cumbria	- 5

Five expressions of interest were received by e-mail and it was not possible to identify their geographic base.

By the closing date for applications we received eleven applications. The breakdown by area is as follows –

Barrow	- 2
Kendal	- 5
North	- 3
West	- 1

Following the closing date one further application was received for the West Cumbria Panel.

An analysis of the diversity questionnaires submitted by the applicants is attached at Appendix 2.

Interviews are to be held as follows –

7 <sup>th</sup> July	- North and West
14 <sup>th</sup> July	- Barrow
21 <sup>st</sup> July	- Kendal

The interview panels will all consist of the Authority's Lead Member for Custody Visiting ( Mrs L L Shaw), a member of the Personnel Committee (Mrs L Slavin) and a representative from the relevant Panel.

An induction seminar is to be held for the newly appointed Independent Custody Visitors in early September.

The outcome of the interview process will be reported to the next meeting of the Committee.

### **Independent Custody Visiting Seminar**

A seminar for Cumbria's Independent Custody Visitors was held at Police Headquarters, Carleton Hall, Penrith on Saturday 25<sup>th</sup> June 2005.

This was the first such event held in Cumbria and the intention is that it will become an annual event. Nineteen Independent Custody Visitors attended

the event, four each from Barrow, Kendal and North Cumbria and seven from West Cumbria. The seminar was chaired by the Authority's Lead Member for Independent Custody Visiting, Mrs L L Shaw. The programme for the seminar is attached at Appendix 3.

The feedback on the day was very positive. Subject to the receipt of the feedback forms given to those who attended information on feedback will be reported at the meeting.

### **Long Service Award**

Independent Custody Visiting is an unpaid voluntary activity. Some police authorities have introduced long service awards to acknowledge the contribution made by Independent Custody Visitors. This is usually a certificate awarded at a presentation ceremony hosted by the Police Authority Chair. If Members consider that it would be appropriate to introduce something similar in Cumbria the idea will be further developed and a report submitted to the next meeting of the Committee.

**C R Alcock**  
**Clerk and Chief Executive.**

27<sup>th</sup> June 2005.

**Background papers:** Report to, and Minutes of, Cumbria Police Authority on 17<sup>th</sup> September 2004 and the Personnel Committee on 27<sup>th</sup> April 2005.

**Race and Diversity Implications:** The Authority has a duty to ensure that the Scheme is representative of the community it serves.

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

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### **Independent Custody Visiting Scheme – Diversity**

Total Applications Received – 12

Male – 5

Female – 7

White British – 12

Disabled – Yes – 0  
No – 12

Age

21-30 : 1

31-40 : 3

41-50 : 2

51-60 : 3

61-70 : 2

70+ : 1



**CUMBRIA POLICE AUTHORITY**  
**INDEPENDENT CUSTODY VISITING SCHEME**  
**RECRUITMENT TIMETABLE 2005**

11<sup>th</sup> May – Press release issued and posters circulated.

13<sup>th</sup> May – Advertisements placed in press

10<sup>th</sup> June – Closing date for applications

13<sup>th</sup> – 17<sup>th</sup> June – Shortlisting (if required)

20<sup>th</sup> June – 1<sup>st</sup> July – Check references and vetting.

4<sup>th</sup> – 22<sup>nd</sup> July - Interviews

Early September – Training Seminar for new Custody Visitors.  
Identity badges issued.



**INDEPENDENT CUSTODY VISITING SEMINAR  
SATURDAY 25 JUNE 2005**

**PROGRAMME**

**9.45am – Coffee and Registration**

**10.00am – Welcome and Introduction**

Mrs L L Shaw, Police Authority Custody Visiting Lead Member

**10.10am – Prejudice and Discrimination**

Janet Priestley, Constabulary Training Department

**11.00am – Coffee**

**11.15am – Race and Diversity and the Role of Independent Custody  
Visitors**

Janet Priestley

**11.45am – A Custody Officer's View of Custody Visiting**

Sergeant Phil Davidson

**12.15pm - Group Work**

**12.35pm – Feedback**

Chaired by Mrs LL Shaw

**1.00pm - Lunch**

