

Meeting Minutes



Government Security Classification: Not protectively marked

Meeting		
Strategic Independent Advisory Group		
Location	Date	Time
Main Conference Room, HQ	25 th September 2018	1pm - 4pm
Attendees	Apologies	
Amjid Ali AA (Chair) Geoff Williams GW (Deputy Chair & Bristol IAG) David Pendle DP (BaNES IAG) Jim Mochnaz JM (East Somerset IAG) Alex Nunns AN (South Glos) Jack Bailey JB (DIAG) Alex Raikes AR (SARI) Beccy Wardle BW (A Voice - The Care Forum) Eelke Zoestbergen EZ (Somerset CCG LD) Tue Hong Baker THB (CPS) Sandra Gordon SG (Commissioner Racial Equality) Tom Aditya (Bristol Multi Faith Forum) Sue Mountstevens SM (Police & Crime Commissioner) John Smith JS (Office of PCC) Andy Marsh AM (Chief Constable) Stephen Cullen SC (Assistance Chief Constable) Aqil Farooq AF (Black Police Association) Manjinder Purewal MP (Criminal Justice Senior Responsible Officer) Gary Haskins GH (Chief Inspector Bristol East) Deborah Mitchell DM (minute taker)	Kurt James (Bristol IAG) Polly Theedom (Brigstowe) Gail Parsons (North Somerset IAG) Bob Deville-Hallam (North Somerset IAG) John Swayne (Somerset West IAG) Ali Bazley (DIAG) Eliana Barbosa (South Glos IAG) Lori Busch (Mankind) Michael Flay (Governance Secretariat Manager)	

IMPORTANT: The minutes of this meeting have a status of 'Open' or 'Closed'. **Open minutes** are suitable for full disclosure to the public. **Closed minutes** contain information that, at the time of the meeting, is not considered suitable for disclosure to the public. Requests for disclosure should be referred to the FOI team in the first instance.

Please make the appropriate selection from the list in the Select Status dropdown and press the Tab key to change the background colour.

Use the 'Add New Item' option on the Home ribbon bar to add an additional minute item.

Open

1 SIAG Chairs Closed Session

Open

2 Lunch

Open

3 SIAG Members Session – Welcome and introductions

Open

4 Review of the minutes and matters arising

The minutes from the last meeting on 14.06.2018 were agreed.

Open (ongoing) actions are now recorded on an action log and completed actions will be recorded on a separate closed action log.

In respect to Action 1 SC advised that he has spoken to C/Insp Leanne Pook who confirmed North Somerset did take part in the knife amnesty campaign. AM stated his worry that knife crime and incidents involving knife crime are increasing and much of this can be associated with the drugs trade. He welcomes support from communities and mentioned the Somalian Community assisted with a weapon sweep of Castle Park in Bristol. DP mentioned that his local IAG was asked to help with a similar task but unfortunately not enough time was provided to get any members together. He suggested that, where possible, further notice be provided as they would be more than willing to support.

In respect to Action 4 SC advised that Andy Bennett has spoken to Patrick Quinton who is the Taxi Compliance Officer for Bristol and South Glos who believes that the relationship between the police and taxi drivers is healthy and strong. JM stated the Yeovil and Bridgwater taxi drivers feel differently and asked if any learning can be taken from Patrick.

Action 25: SC to speak to Insp Sharon Baker (nee Bennett) to see if any learning can be taken from Patrick Quinton in respect to building a relationship with the Yeovil and Bridgwater taxi drivers.

In respect to Action 14 AA asked if AN who is a youth representative at UWE could be involved in the planning of a youth IAG. Action updated. AN advised that youth is well represented in the youth parliament and council but there is a gap in representation with 18-25 year olds.

DM was asked to re-distribute the Hate Crime Strategy and Plan. Action 17 updated. SC asked for feedback asap and said they are running a Hate Crime Awareness week in October.

Open

5 IAG Chairs & EDHR topics for PCC & ACC Cullen

1. Stop & Search

SG asked what plans are in place to address and reduce the disparity in stop and search for members of the Black Community. SG notes there is a reduction in disparity in traditional areas linked to the Black Community such as St Pauls but in Clifton and areas of Somerset it is higher.

AM advised that the use of stop and search has fallen by $\frac{3}{4}$ over the last 10 years and positive outcomes of stop and search is similar with white and black people at 20%. He also said that a lot of those stopped and searched in Somerset are due to county lines intel and they do not reside there. He does want to achieve better proportionality and said that those stopped and searched are intel lead and stop and searches are scrutinised by the PCC's Scrutiny of Police Powers Panel. He advised there is a fine line in making sure officers are confident to use stop and search but also recognising the impact it has on local communities. They are putting together a cultural awareness programme and have done awareness around unconscious bias.

THB asked if the police can disseminate information about positive outcomes to the public. AM welcomes help to get this information to communities but sees the bigger picture is to build trust. SC mentioned the Citizen's Academy and the Ride Along Scheme help with this. SM advised that the scrutiny panel reports are published on her website.

AM advised that the government are increasing the powers of stop and search to include looking for laser pens and acid so figures are likely to increase nationally.

2. Training

SG asked what can be done to give local small black businesses with the relevant experience an opportunity to bid for future training requirements. She believes larger companies, who may not be the most suitable, get these opportunities. She clarified that during the bid application there are processes the smaller businesses cannot fulfil.

AR advised that SARI have provided a lot of training as well as Babassa and stated the importance of bringing real perspectives from local people into training. SC recognises this and mentioned that from next year new officers will be trained using an apprenticeship model which will involve much more community engagement.

JB advised the DIAG raised an issue around a lack of autism training and now A&S are working with members to get further training to officers.

AM said the core values of A&S are changing soon to; Caring, Learning, Inclusion and Courage. He hopes this gives the SIAG encouragement that these are our top priorities.

3. Call in Scheme

This will be discussed in agenda item 6.

4. CPS figures for Hate Crime

This will be discussed in agenda item 7.

5. Crime and Justice conference – 13/14th Oct

JM is attending and encouraged A&S to send a representative. AM advised he would be happy for someone (possibly C/Supt Ian Wylie who is the lead for Hate Crime) to attend and thanked JM for making him aware of it.

6. Building 'Trust and Confidence' - Updates on the following:

a) Misconduct Hearing of PC Claire Boddie

AA notes that PC Boddie was acquitted in Court and at the Misconduct hearing but asked if any learning is being taken from this incident. SC advised the Head of Learning is helping develop a national programme encouraging officers to understand the community's perception of incidents like these and what after care would be required for the victims, witnesses and anyone else affected. AM advised that Taser training has been reviewed and the use of Taser has fallen compared to last year. SM mentioned that Taser use is also reviewed by the PCC's Scrutiny of Police Powers Panel.

b) Incident at Castle Park Bristol – Allegations of excessive force used in arrest

AA asked if there was an internal debate over officer's core standards of behaviour. AM advised there is and he regularly showcases what the right behaviour is. In Castle Park there is a lot of knife crime, drugs and disorder and officers have recovered a lot of weapons. Unfortunately those involved seem to be from the younger community and AM believes that we have to get the local communities and elders working with the police to exert some influence.

AA believes that there is a perception within certain BME communities that if you fit a certain profile you are a potential target for an officer to approach you in an assertive manner. AM states that people are not being approached because they fit a profile. MP mentioned that a lot of work is being done on disproportionality and will talk about this in agenda item 8. AR asked if the young people gathering in Castle Park are from a certain community and AM answered that people from the Somali Community seem to be involved in dealing drugs in the area. DP asked if youth workers could get involved. AM said we are building relationships with the younger generation by mentoring and diversion schemes etc.

c) Outcomes of NCBI consultation on addressing the label of 'Institutional Racism'

AF said two sessions were held over the summer and was well attended by community representatives and stakeholders and 28 initiatives are being taken forward to help build trust and confidence. These initiatives include shadowing and Duke of Edinburgh scheme as examples. A&S are taking lead for five of these initiatives and he is currently waiting to hear from stakeholders if they will take ownership for the others.

7. Impact of Spending Review

a) Morale of Officers and Police Staff

AM stated that austerity has had significant consequences and this can be particularly seen at weekends when other services such as social services are not available leaving officers to deal with incidents. The officer pension has been reformed so they now have to work 40 years instead of 30 and an officer's shift is constantly full on. Sickness levels have remained steady. We are moving towards officers having the right equipment to help them with their job. Introducing body worn video was critical. We are also doing smaller things such as increasing/improving the fitness facilities available.

SM said that mental health is the top of AM's priority and he chairs the Health and Wellbeing Board meetings. SM added that she would like to raise the tax precept again, if the government gives her the flexibility, and with this the aspiration is to recruit 300 more officers over a 12-18 month period. This increase in resources should increase officer morale. GW suggested bringing police clubs back which AM advised they are trying to do plus he wants to give officers some form of health check. AR asked if A&S are aware of the THRIVE model because it may be something to consider.

Action 26: SC to ask Jon Owen (Mental Health Development Officer) to speak with AR re the THRIVE model.

AM thanked the group for their equal measure of support and being a critical friend. AM and SM left the meeting.

Open

6 **Gang Diversion Strategy with Q&A**

GH introduced himself as the C/Insp for Bristol East which includes St Pauls, Easton and Fishponds areas. These areas are associated with drug related crime and ASB and he wanted to brief the SIAG on the 'Call in' procedure pilot. Its aim is to divert and break the cycle of gang members reoffending but he requires partner agencies support.

An example of how this would work is, after having caught a known gang member with a pocket full of drugs, they would identify a common needs assessment and, if suitable for the programme, would put the brakes on the criminal investigation and sit down and ask what's going on in that individual's life and what they want to do in life, what skills they want to have and what is missing from their life. They will then get a bespoke panel together with key members of the community where they inform the individual of the likely result of the criminal investigation and give them the opportunity to take part in the pilot. If the offender agreed, they would have a conditional caution for 6 months and during this time period they will be mentored, take part in training such as cultural workshops and by the end of the 6 months they hope to get the individual a job interview in an area they are interested in. This is all on the condition that the individual remains crime free. If they reoffend during the 6 months they go back into CJS for the original offence.

A risk for A&S is if the individual reoffends then this will be the fault of A&S as otherwise they would have been put through CJS. It was agreed by all the importance of getting the right people to act as mentors as they need to understand the importance of continuity and not letting down the individual as it could have a detrimental effect. GH stated that these mentors will be trained and safeguarded. A service level agreement will be drawn up with the partner agencies who offer a mentor.

GH wants to take 15 young people on this journey as the pilot and hopes that at least 2 will see it through. He will not take anyone who has committed a crime against a person.

THB asked if the pilot will be reviewed independently and if evidence based outcomes will be monitored. GH advised that UWE have agreed to do an academic assessment. JS advised that the pilot can be reviewed by the PCC's scrutiny panel.

SG asked why they are piloting it in Bristol East and not where the most gang related crime happens. JS advised this is something GH's team wanted to trial and their passion drives it.

AR wanted to make sure the offender will not get penalised if they don't follow the pilot through. GH advised this would not be the case.

Action 27: GH to share with the group the formal presentation on the 'Call in' pilot.

AA asked if the group could be provided with a set of 'standard responses' to address any potential questions that may arise.

Action 28: The 'Call in' pilot to be included as a running agenda item.

Open

7 Update on Hate Crime Prosecutions (CPS)

THB went through the CPS South West Hate Crime statistics which were circulated prior to the meeting. She clarified that each quarter's figures show rolling year to date figures rather than just for that quarter. The aspirational percentage is 85%.

A&S Hate Crime conviction rate have fallen slightly. The Homophobic and Transphobic conviction rate had fallen dramatically but as of last week it was back up to 79.4%. The Disability conviction rate has fallen significantly. THB advised this is low nationally. EZ asked why A&S figures are so different to Devon and Cornwall. TBH advised they will be drilling down on A&S statistics but believes it may be to do with insufficient evidence showing hostility.

TBH stated they are continually looking at drill down data to understand reasons for fluctuations. She also advised they consult and are scrutinised by the Local Scrutiny and Involvement Panels (LSIPs). AA, who also sits on the panel, mentioned there was no youth element on it and asked if law students may be interested. THB advised it is a big commitment to sit on the panel as scrutiny is intense but worthwhile. Every member is security cleared.

Action 29: THB to circulate information about the LSIPs to the group.

Action 30: AN to speak to the community manager of UWE to see if students may be interested in joining the LSIPs.

SC advised the Hate Crime lead is C/Supt Ian Wylie and Sgt Sarah Williams is another key contact.

THB advised that she, AR and C/Insp Sharon Baker are getting together to see if there are particular factors which result in better outcomes at some courts than others.

Open

8 Update on Disproportionality in CJS and Disparity Audit

MP is the Senior Responsible Officer to lead and deliver a programme of work to transform the local criminal justice service.

MP mentioned The Governments Race disparity Audit published October 2017 which is a review of how people of different backgrounds are treated across health, education, employment and the Criminal Justice System. She also mentioned the Lammy Review published September 2017 which is a review of racial bias in the Criminal Justice System with the principles of "explaining" disparity/disproportionality and, if a reasonable, defensible rationale is not apparent, then organisations should seek to "reform".

Within Avon and Somerset all members of the Criminal Justice Board having committed to seeking to "explain" or "reform" practices they are undertaking and below gives examples of activities that the organisation is analysing:

- CPS: Pre-charge decisions – high volume of cases where ethnicity is not recorded so working on understanding why this is the case and putting in strategies to improve ethnicity recording;

- HMCTS: increasing Magistrates representation and possibly looking at “triable either way” cases or complaints – to analyse disparity issues;
- Witnesses and Victims: hate crime victims not coming forward - analysis to understand why and any disparity;
- Police: Out of Court Disposals (O OCD) and new process – taking the opportunity to proactively and consciously give OOCs to minority groups, including BAME, travellers and all marginalised groups. Guidance and training for Police is being developed so the opportunity has been taken to build this proactive action into the training material.

MP highlighted a blockage of referrals for victims of hate crime and is trying to understand why and where this lies. AR has noticed a massive drop in referrals from Lighthouse to SARI. SC advised Lighthouse have been through structural changes and this may have had an impact.

Action 31: JS to meet with Victoria Caple (T/Head of Victim Care) to discuss drop in referrals.

JM mentioned Somerset have a problem with victims coming forward so they are sending out PCSOs to bang on the victim’s door. EZ asked that victims with learning disabilities may not respond to letters so to consider other ways for persuading victims to engage.

Action 32: JS and Victoria Caple to provide statistics from Lighthouse and Victim Commissioning Service on current volume of referrals relating to Hate Crime.

MP mentioned that more BME offenders self-elect to go to the Crown Court rather than a Magistrates Court as they trust a jury over the system. They have also looked at those you take up early intervention, those who are sent to Crown Court who didn’t self-elect, numbers of people who are not represented at first hearing etc.

JS advised that MP will be leaving at the end of month to take up a new post. They are looking for a secondee and responses are due within the next week.

MP believes this way of working will be embedded into the criminal justice system and the group will continue to challenge each other and find new actions.

Open

9 Update on Risk Register

MF was unable to attend the meeting so this item was not discussed.

Open

10 Any other business

JM asked if private policing could be added as a future agenda item as he believes this is growing and is aware that BaNES have employed people who are watching for littering.

Action 33: AA to add private policing as a future agenda item.

JS mentioned the Bijan Ebrahimi report has been published and is being progressed by Safer Bristol.

Action 34: AA to add Bijan Ebrahimi report and progression as an agenda item.

AR asked if the action plan following the NCBI consultation could be shared with the group.

Action 35: AF to share action plan following NCBI consultation with SIAG once action owners are agreed.

AR also asked if the hate crime strategy and action plan could be scrutinised further by bringing together a small group of key community stakeholders and partner agencies.

Action 36: AA to consider hate crime strategy and action plan as an agenda item for next meeting

Next meeting is set for November 27th however AA and DP are unable to attend so it is to be rescheduled for a date in December.

Date of next meeting has been rescheduled to Monday 3rd December 2018.