



# Minutes

**MEETING HELD MONDAY 25 JANUARY 2010, 19.00 hrs  
CLIFT ROOM, FHQ, MAIDSTONE**

## **Present:**

### **Group Members**

Faroque Ahsunollah, Bill Bhatia, Carole Bowman, Morel D'Souza, Clyde Fields, Mark Francis, Ann McLean, Gurvinder Sandher (Chair), Makhan Singh, Harry Smith, Farida Usman

### **Kent Police and Kent Police Authority**

CC Mike Fuller, ACC Andy Adams, T/CINSP Peter Steenhuis, Supt. Neil Jerome, Martin Meredith, Diversity Manager, Kent Police, Hazel Knight, Diversity Support Team. Mark Gilmartin, Chief Executive, Kent Police Authority

## **Welcome and Introductions**

1. The Chair welcomed the Chief Constable, IAG members and police officers.

## **Minutes of last meeting (05.10.09) and matters arising**

2. The meeting agreed that the minutes were an accurate record.

### **Matters arising**

3. **Item 3:** The difficulty for some people, especially those with disabilities, to complete feedback forms had not been solved.

**Action: Martin Meredith took the action to progress this issue.**

4. **Item 21:** The viability for establishing an independent scrutiny panel of

IAG members. Mark Gilmartin suggested that any panel should be on the lines of that operated by the KPA. Members chose Professional Standard (PSD) cases for examination from a number of random samples. The chosen cases were considered by two members and Members rotated their attendance in order to give all panel members the opportunity of considering the samples.

**Action: Martin Meredith took the action to progress this matter.**

5. **Item 32:** Vulnerable Groups: Elderly update - Initial discussions, led by DCC Leppard, were held on the subject of how to communicate effectively with the elderly about crime levels etc.

**Action: Martin Meredith to follow up the initial discussions and progress with the relevant police departments and personnel.**

### **Chief Constable**

6. Mr Fuller expressed his pleasure at attending the meeting and said there were a couple of issues he would like to report on:

7. **Terrorist Alert:** The state of alert had changed to severe. However, the powers that accompanied the new level would only be used in exceptional circumstances. It was appreciated that communities would become anxious when they felt they were under threat. Officers would do all they could to reassure people and make it clear that they were there to protect communities. The number of officers on patrol had been increased and they were on a higher state of alert. The role of preventing terrorism and reassuring communities was not taken for granted by the Force. Terrorist powers would be enacted in response to precise intelligence.

8. **Drones (aeroplanes without pilots):** Mr Fuller addressed concerns which might have arisen from a newspaper article about the possibility of Kent Police using 'drones' – unmanned aircraft that were capable of monitoring situations without the community being aware that they were there. He denied that Kent Police would use them, as there was no available finance for the technology at present. If the introduction of such technology was considered, it would not be introduced until there had been extensive consultation with communities. He would write to the national papers stating that Kent Police was not considering the use of 'drones' and local press would be included in the circulation.

9. Mr Fuller said that the introduction of 'drones' technology was not a high priority. The Force was committed to existing technology and would investigate any cheaper way of surveying the borders for movement of illegal immigrants and criminals rather than use un-manned aircraft.

10. **Section 44:** In response to a query about the use of Section 44. It was impressed on officers that they must not misuse the powers. IAG members

commended Kent Police for using Section 44 sparingly.

11. ***Stop and Search:*** In the same way that police officers were trained to use Section 44 very carefully, so they were trained to use the stop and search powers only when they were able to justify the use of the powers with reasonable suspicion of a criminal act.

12. ***Negative press re Kingsnorth power station demonstration:*** There was criticism about the police response. It was claimed that officers had used stop and search powers disproportionately. The stop and search checkpoint was set up at the side of a field. Subsequently it was claimed that there had been no justification for the checkpoint and some protesters had forced a confrontation with police resulting in the issues being taken to the High Court. There had been no serious injuries and the power station had continued to operate throughout the incident.

13. According to the results of a survey of local people concerning the police operation, 80% had said they had confidence in the police operation. The Force was required to balance people's right to protest with the right of others to conduct their lawful business. Mr Fuller accepted that the stop and search operation at the power station had not been conducted as well as it could have been. An independent police force had been commissioned to review the operation.

14. Mr Sandher thanked the Chief Constable for speaking frankly about the policing operation and commented that it was good to hear that local people in the community had demonstrated their confidence in the police.

The Chief Constable then left the meeting.

## **Budget**

15. The Treasurer ran through the Strategic IAG budget from April 2009 to December 2009. There was £8,692.01 remaining of the 2009/2010 Budget allocation. The majority of the money had been spent on printing and stationery, members expenses and refreshments. Money was due to be spent on leaflets, banners and expenses connected with the Annual Forum. Given that there was some surplus money, members were urged to consider attendance at conferences or events which would benefit them in their role as an IAG member. A copy of the accounts is attached for members' information.

16. Mr Gilmartin confirmed that a small amount of funds could be carried forward to the next budget.

## **Equality Standard for the Police Service (ESPS)**

17. Mr Meredith said that the Diversity Team was working to introduce the new Standard for the Police Service which would be launched from 1 April 2010 within the Force. The ESPS had 22 objectives, which were contained under three main headings: **Operational Delivery, People and Culture** and **Organisational Processes**.

18. The main benefits for Kent Police and the communities they served from the implementation of the ESPS will be:

- Creation and maintenance of better links with communities served and stakeholders/delivery partners and to build trust and confidence;
- A means of delivering other statutory obligations in line with the Green Paper "*From the neighbourhood to the national: policing our communities together*"
- A means of improving core business delivery and contributing to overall service improvement.

19. The Kent Police Authority (KPA) and Strategic and BCU Independent Advisory Groups (IAGs) will be key partners in the ESPS. Guidance papers will be produced for police authorities outlining their expected role and these will be shared with the IAGs. The Chair of the Strategic IAG and the Chair of the KPA Human Resources Committee will be invited to draw together a group of relevant members in conjunction with representatives of Essex police, to undertake a scrutiny role of the progress of Kent Police in meeting ESPS objectives.

20. Mr Sandher commented favourably on the lay out of the paper and asked what the training for the IAG and KPA members would consist of. Martin Meredith confirmed that the training would revolve around the relevance of the Standard and the need for members to act as critical friends.

21. In response to a query concerning the reference to the Essex Force, Mr Meredith explained that as a sister Force, Essex would provide a peer review process.

## **Anti-Social Behaviour**

22. Superintendent Neil Jerome was introduced by the lead members for anti-social behaviour who explained that they had so far had two meetings at which Mr Jerome had given them a Kent Police overview and highlighted the issues concerned under the headings of: what's wrong; what's working well and what the challenges were. The aim was to give the issue a higher profile and to inform

communities more clearly as to what was happening. Mr Jerome explained that anti-social behaviour issues were a high police priority and this was reflected by the effort that Kent Police put into the matter. A lot of learning had been gained from the recent Pilkington case. The Force aimed to have a Neighbourhood police officer for each ward together with a Neighbourhood task team (consisting of a Sergeant and five Police Constables) for each ward working with communities.

23. There were 48 separate sub categories beneath the anti-social behaviour heading. Neighbourhood officers and task teams worked with communities. They didn't just measure incidents they also measured the perception of such incidents. The biggest problem seemed to be with youths hanging around and with fly tipping, abandoned vehicles and litter.

24. A large part of the preventative work involved a partnership scheme with other agencies such as local authority youth organisations. The aim was to distract people from committing anti social behaviour actions and channel their time and efforts into more positive outlets. Campaigns had been carried out in 44 secondary schools, targeting 13/14 year olds about drinking in public; he stressed that not all young people were engaged in such activities.

### **Hate Crime**

25. A hate crime scrutiny event will be held on 4 March and take the form of a table top exercise. This exercise will demonstrate the current process for dealing with an incident of hate crime, from receipt to conclusion of the investigation. Staff members will talk through their role within each stage of the process. The purpose of the event will be to further improve satisfaction levels on how the Force dealt with hate crime incidents.

**Note: Two Strategic IAG members expect to attend the exercise**

### **Prevent**

26. Regular meetings had taken place between Mr Sandher and the Force SPOC (Single Point of Contact) and Mr Sandher expressed his satisfaction with the content of the meetings and the report. He commented that Kent Police were showing good commitment and understanding in this area.

### **Stop and Search**

27. Work was progressing to transfer the recording of both stop and search and stop and account procedures on to the Blackberry mobile phones in order to reduce paperwork and bureaucracy. The expectation was that the Blackberry phone application would be trialled for a period of 1-3 months at Medway commencing March 2010. Following which the data would be collected,

evaluated and the results would be presented at an IAG meeting.

**Action: HK to note as future agenda item.**

**Action: Supt Neil Jerome to feedback to Supt Claire Nix the request for someone to demonstrate the use of the blackberry at a future meeting.**

28. The comment was made that a mock stop and search involving IAG members with officers using the Blackberry tool would be useful to Kent Police in that they get accurate feedback. It was acknowledged that statistical feedback was important.

### **Recruitment, Retention & Progression**

29. IAG Members raised questions about a number of minority officers either resigning or being dismissed from Kent Police. A further meeting with the Director of Resources was being arranged to discuss concerns over the number of leavers and try to identify the justification for their leaving.

30. Recruitment was on target. Alison Goldsmith, Workplace Support Officer was in post and assisted any officers in need of help.

**Action: This matter would be given further consideration by the IAG**

**Action: HK to note when RR&P had main update spot.**

### **Public Protection Unit (PPU)**

31. Unfortunately the meeting between the Strategic IAG Lead and the Force SPOC re the above did not take place due to inclement weather. However the IAG Lead reported that there was a lot happening around trafficking, forensic, sexual health assaults and honour based and domestic violence. These topics and Kent Police progress would be reported at the next meeting.

### **Elderly**

32. The report discussed the circumstances that would warrant the dialling of 999 by elderly people and the services provided for those who are visually impaired or deaf. The routes by which information could be most easily communicated to the elderly was also discussed and it was concluded that the Partners & Community Together (PACT) meetings should be held in the afternoons rather than evenings to be more accessible to the elderly. The IAG Lead said that she had recently attended an extremely interesting and well organised conference on the subject of volunteers and community safety.

### **Disability**

33. Issues discussed by the Disability SPOC and IAG Lead included the Action

Plan for 2009-2012, the possibility of new (Televia) intercoms outside police stations, the dyslexia masterclasses held in December 2009 and the custody project to ensure that all processes in custody met the requirements of the disabled community. Additional issues were the Service Level Agreement with Royal British Legion Industries and the results of the access audit that had been commissioned in August 2008.

### **Constitution**

34. Members were requested to communicate any comments with regard to the amended Constitution to T/Chief Inspector Peter Steenhuis. Once happy with the contents, members should return the signed document to HK.

### **Election Process**

35. Members were requested to submit nominations for the election of Strategic IAG officers to HK by Friday 29 January, 2010.

**Note: There were no new nominees to challenge those already in post who had all stood for a further term. Therefore the officers for the year 2010/2011 are as follows:**

<b>Chair</b>	<b>Mr Gurvinder Sandher</b>
<b>Deputy Chair</b>	<b>Mr Faroque Ahsunollah</b>
<b>Treasurer</b>	<b>Mr Morel D'Souza</b>
<b>Secretary</b>	<b>Mr Mark Francis</b>

### **Local Trends – BCU IAGs**

36. Temporary Chief Inspector Steenhuis reported that all the BCU IAGs were now in operation and all had held meetings at which Chairs were elected. The local IAGs would be sending members to sit on the Strategic IAG from April 2010. It was hoped that, following a gap analysis by social identity representation, local BCU members would be able to fill the vacancies.

37. Table top exercises, from which it was hoped further Independent Critical Incident Advisers (ICIA)s could be recruited, had been completed by Mid Kent, South Kent and East Kent BCU IAGs. North Kent, West Kent and Medway would shortly undertake the same exercise. T/ChInsp. Steenhuis urged members to consider becoming ICIAAs as the role was very important to Kent Police as ICIAAs gave considerable assistance in helping to reduce the tensions in communities.

38. Trends from the local areas highlighting what was happening in Kent, would shortly be passed to the Strategic IAG.

### **Any Other Business**

39. Mr Gilmartin commented on four issues:
- The drone report (mentioned by the Chief Constable). Mr Gilmartin confirmed that KPA would not agree to the use of 'drones'.
  - Mr Gilmartin concurred with Mrs Bowman's comments that the volunteer conference had been an excellent. He added that there had also been KPA Members present.
  - The Strategic IAG I.D. card had been designed and any queries/comments should be directed to Mr Ian Drysdale.
40. Minority ethnic officers - retention. This was an issue that the Strategic IAG should investigate.

Next Executive Meeting: **Tuesday 30 March 2010, Kensington Room, North Kent, 19.00 hrs.**

Next Full Meeting: Tuesday 27 April 2010, Clift Room 19.00 hrs.