Warwickshire POLICE

Legitimacy and Equality Steering Group MINUTES

DATE: **2nd August 2021**
TIME: **11:00 hrs**
VENUE: **Main Meeting Room, Leek Wootton/Conference Call**

Present:	Alex Franklin-Smith	(Chair) DCC
	Tania Coppola	Enabling Services
	Mike Smith	Communities and Response
	Mike Fox	Communications
☎	Daf Goddard	PSD
	Gill Wall	Consultation & Engagement (Equality) Lead
☎	Jatinder Birdi	SIAG
☎	Barbara Williams-Yeagers	Unison
	Emma Bastone	Local Policing
	Holly Stapleton	Staff Officer
	Susan Needham	PA to Chief Officers (Minutes)

Apologies:	Paul Edwards	Unison
	Abby Simkin	OPCC
	Steve Russell	A&SI
	Dawn Hartland	Criminal Justice
	Simon Payne	Federation
	Junaid Hussain	Equip Rep

No	Summary	Action
1.	**Welcome and Introductions** • AFS welcomed everyone to the meeting. Apologies are as detailed above. • Due to some challenges with ICT transitioning out of the Alliance, SR has been seconded into the Evolve team. GW will pick up some of the work that SR would previously have done for the L&E Group. • HS will be supporting this particular portfolio over the coming months.	

2.	**Minutes and actions from meeting held on 7th June 2021** The minutes were judged as an accurate record of the meeting held 7th June 2021. **Action 03/190421:** GW to circulate the annual report document by 2nd week of May for review and virtual approval by this Board. **Update – the annual report had been circulated at the start of July. DISCHARGED** **Action 07/190421:** Workstream leads and AFS to review the list of specific metrics to establish how they can be measured against the objectives and how this can be tracked. **Update – copy of the performance dashboard contained within the papers circulated. DISCHARGED** **Action 10/190421:** Ben Smith to produce a briefing note on the use of BWV footage for AFS to discuss with T/DCC Debbie Tedds with onward transmission to Executive Board. GW provided an update – the key recommendation is that a DPIA is in place to cover. Debbie Tedds is happy to give approval for un-redacted BWV footage to be shown to community volunteers, subject to a DPIA being in place. MF did a separate paper on BWV (for Corporate Comms use) and put it into the Engagement Board. MS to review there. **DISCHARGED** **Action 01/020821: GW to draft DPIA. EB will send the draft DPIA to Katharine Grasby and Alison Hall for them to review.** **Action 12/190421:** Warren Little to provide the report on disproportionality for the next meeting. **DISCHARGED TO MAIN AGENDA.** **Action 15/190421:** SR to work with AFS offline to look at additional resource for this Steering Group**. Update: GW asked Sian Battle-Welch for a couple of volunteers to support IAGs. Some additional capacity in the medium to longer term is required. Kate Wallace is moving on later this year and an expression of interest in relation to her role will be sent out this week. The established post for ED&I may be more of a decision offline and it was asked if an additional person was required. GW said, in principle, one person should give the initial impetus. BWY said that, if the workload is significant, there is a need to look at someone in full time employment. Volunteers could be trialled for this. AFS could increase establishment in this area as it feels like a growth area. He is keen that there is a discussion offline about this role. Update action to that effect and meet offline. ONGOING** **Action 17/070621: IAG Review** – resource issues – need a realistic understanding of timescales for aspirations and achievements for the next Steering Group meeting. EB/MS/GW to meet with JB and ensure clarity in understanding of review ToR and expectations of timescales for milestones to be reached in accordance with available resources. **Update – MS/GW met with JB a couple of weeks ago and there is now a clear idea of where to go with IAGs. There will be a review of local IAGs with updated meetings and agenda, featuring issues to share with them.** **Action 17 – CLOSE DOWN** **DEI Objectives** is tabled for August Executive Board. **DISCHARGED**. **Delivery Group Metrics -** duplicate of earlier action. **DISCHARGED.** **COVID briefing -** This is a work in progress which AFS will share in due course. **ONGOING**	GW/EB GW

3.	**Community oversight** This is a standing item on the agenda; **Action 03/020821: all were asked to let GW know if it is useful.** There may be an offer if funding can be obtained via ChiefsNet for CoP to provide some support around the L&E agenda. The force can decide how they want to take this forward. A couple of FOIs around the sex and gender arena had been received; one regarding headwear and the other looking at suspects and processes if they are trans. A report has been produced by FairCop which requires consideration to understand our position. Essex has launched a staff network for men specifically. TC said that the area of working families was discussed at D&I Board. The Steering Group was to discuss having a support network for working families and take some issues out of the Women's Network which is applicable to both genders. TC spoke to Steve Beard, the lead on he4she, re having a network or a group for issues relating specifically to men, for which additional support could be provided. It is interesting on how different forces are approaching it and how the networks might be structured. TC and AFS met with Neil Harrison, Chair of the Disability Network and also the Chair of the LBQT+ network, both of which reliant on volunteers. It was asked how the group could support all of these growing networks. There are particular difficulties with network leads in front line roles. There is a protected time document but this is irrelevant if there is no kind of capacity for voluntary work. This could be scheduled in with Duties. AFS said a case could be made for additional resource and GW doing a lot of work on this at the moment. Within the first year, training adjustments were made to police practices regarding Autism. **Action 04/020821: GW to send documentation in this respect to TC / Sarah Adams (Autism Lead).** GW said GMP have produced an equality report (Achieving Race Equality) which goes through analytics, including policing misconduct. NPCC's Race & Inclusion programme have sent round a framework to go back to CCs in September**. Action 05/020821: GW will circulate to ALL.** AFS mentioned an embargo'd report advising of a new Chair for the Independent Oversight Scrutiny Board which is a very positive move for policing nationally. The McPherson Report (Twenty-one years on) came out on Friday and is critical of the police for not making enough progress on institutional racism. **Action 06/020821: GW will pull out the relevant documents and circulate.** The CC of Essex Police has now agreed that officers may apologise for stop and search (or thank those stopped for their time). The DI Academy in Kent has put a lot more resource into this area and would be able to come and talk about this at the next meeting. TC thought this really timely if there are issues that can be shared with Berni Gaughan ahead of this. AFS would be very happy for Kent to come and present; the meeting would be extended by 30 minutes to accommodate. **Action 07/020821: GW to ask for more information from Kent on what they can present so that this can be factored into a future meeting.** **Action 08/020821: MF will scrutinise how Beating Crime report affects this agenda.**	ALL GW GW GW GW MF
4.	**Delivery Group Metrics (Gill Wall)** A document had been circulated in respect of Metrics. AFS said there is a need to see a lot more return from performance metrics so this should be kept as a standing item. There is a need to be more ambitious to help Metrics evolve. TC said it would	

	be helpful to have Metrics all in one place, and not in other documentation. The possibility of an in-house survey to identify areas of improvement, rather than using the Durham survey, will be discussed at the D&I Board early next year. This will be recommended to COM. However, there may be some overlap with other areas. TC advised that there is a baseline on a couple of themes from previous surveys that could be used. **Action 09/020821: GW to take back to SR and arrange for tabling at COM. A recommendation is needed as to when the survey will be launched and what it should target.** MF said Comms will be revisiting Knowing the Line during August, to be sent out in September. This will be pulled together to present to the Culture, Ethics and Conduct Board.	GW
5.	**Diversity and Inclusion Workstream – Tania Coppola** The presentation had been circulated and is a new way of reporting. TC talked about exploring a wider network in respect of future recruitment in terms of stats. There has been a lot of positive action for the new intake which has a good pool of diverse candidates. GW is supporting those from minority groups, the number of which has increased. Early inductions encouraged the number of applicants. GW said there is a need to change some of the clarifications around ethnicity on the system. TC will see if any trends can be realised from the CPD session with Binna. There are quite a lot of forthcoming events which are being supported by L&D and staff networks. The Disability Network is looking to launch in November and AFS is making a video with Neil Harrison to promote this. There are opportunities with other networks. D&I Board – Kate Wallace is looking at refreshing the strategy, which GW will scrutinise. HS discussed the potential introduction of non-binary people to the workforce and any issues that this could raise. She asked if there any proposals regarding this, particularly for anyone of rank and those coming into custody. **Action 10/020821: This will be discussed offline by TC/GW/HS.** He/she is a growing area with many scenarios to think about. To encourage people to use it requires a discussion with a broader range of stakeholders.	TC/GW/ HS
6.	**Public Engagement and Public Contact Workstream Update and overview of activity - Mike Smith** Warwickshire Connected is now live and data coming through, which looks promising. Work is ongoing to roll out access to other departments. A review of social media is to be held; there are some helpful documents to understand which social media accounts are good to use. Quite a few social media dormant accounts have been binned and there is consolidation of accounts. An NPCC survey is being carried out on police social media – closing 10th September. MF will pick up in due course. SOH – two forces are trying live chat later this month. MF will see how it goes with them and look at the recommendations. Missing Persons – how media channels are used to help with them. MF advised that	

	this is starting to come online. SNT engagement – each SNT has a bespoke engagement plan but HMIC said there are areas to improve. It will be documented how proactively those communities are engaged with, possibly via engagement platforms, such as Facebook. Comms training is one area requiring improvement. Berni Gaughan has taken away a piece of work to look at. EB advised that MS has not had much time to progress the wider review of policing. BWY met with Debbie Tedds for a discussion re front offices. Debbie talked to MS about thoughts on front offices and a discussion will be required before moving forward on it. AFS advised that another policing model will be looked at next spring. The work being done on this will inform front offices. The work MS is doing needs to tie in with discussions he has with Ben Smith. MS was expecting a paper with options and how services will be delivered. EB can share that at the next meeting. BWY did say to Debbie Tedds that staff cannot be messed around any further and cannot support yet another measure. **Action 11/020821: EB and BWY to discuss offline as she has been updated by Debbie Tedds.**	EB/BWY
7.	**Use of Police Powers – Emma Bastone** EB advised that meetings slightly out of sync and that the next meeting is the following Wednesday. EB has met with Adrian Davis and Faz Chishty. A delivery plan on Stop and Search is in place which is updated – Faz and Adrian are working closely together on this. Dip sampling is now in place and each sergeant is expected to do one audit per month, for which they will be given themes and trends to look at. Scrutiny panels have been looked at which are very important when doing Stop and Search and use of Police Powers. It is hoped to meet later this year to take this forward. Stop and Search — Faz is getting some volunteers to take part in the testing of unconscious bias during August and September, looking at themes and patterns across the teams. Hopefully this will provide greater understanding. Each CO will take part in that. AFS spoke of interesting input from the CC of Dorset in that black people are 21 times more likely to be stopped. Statistically, this is challenging; county lines is number 1 priority for policing. The Use of Force is led by Adrian Davis, to which a supervisor review has been applied. There is a review of BWV. Adrian says people do not have the confidence in it to report. Concerns have been raised re Custody in the north and south of the region. Some meaningful data will be used to get a better picture around data in terms of Stop and Search.	
8.	**Disproportionality and Maintaining an Ethical Culture – Daf Goddard** There is disproportionality within the complaints system, i.e. complaints made by people from minority ethnic backgrounds and complaints against officers from a minority background. The position is that a number of questions have been posed in respect of analysis and the outcomes of complaints are going to IOPC. A document	

	was sent to AFS advising that data outstanding has been completed and will be put into a presentation and circulated prior to the next meeting. It should also go to Use of Police Powers for discussion. AFS is keen to get as many stakeholders as possible involved in discussions. **Action 12/020821: DG to send the document to AFS when completed so it can then be circulated to attendees of this group.** DG advised of a slightly improving picture in terms of success rates with people from different backgrounds. Data on Vetting Disproportionality and Stop and Search will be presented to the L&E Group. AFS asked that some headline findings be included in the document, rather than just data. Relevant conclusions should also be included.	DG
9.	**AOB** GW suggested that L&E Group meetings be moved to a quarterly basis as all reports are done on that frequency. **Action 13/020832: SN to change meeting dates accordingly.** **The meeting ended at 12.50**	SN
10.	**Dates of Meetings as per action 13/020821.** 23rd November 14.00 15th February 2022 14.00 18th May 2022 14.00 11th August 2022 11.00 16th November 2022 14.00	