



Legitimacy and Equality Steering Group

MINUTES

DATE: 17th May 2023
TIME: 14:00 hrs
VENUE: Executive Meeting Room, Leek Wootton/MS Teams

Attendees in person			
ACC	Ben Smith	(Chair) ACC Local Policing	BS
Ch Supt	Emma Bastone	Local Policing	EB
Ms	Kate Tredinnick	Head of Analysis and Service Improvement	KT
Ms	Gill Wall	Consultant and & Engagement Lead	GW
Mrs	Tania Coppola	Director of Enabling Services	TC
Det Sgt	Elli Bristow	(Rep PC Simon Payne, Federation)	EBr
Mr	Junaid Hussain	Equip Rep	JH
Mrs	Kate Quilley	Head of Corporate Comms	KQ
Insp	Angus Eagles	Service Improvement	AE
Insp	Tony Hibbert	Police Race Action Plan lead	TH
PC	Simon Payne	Federation	SP
Mr	Paul Edwards	Unison	PE
Mr	Jatinder Birdi	SIAG	JB
CI	Faz Chishty	South Warwickshire HibHI	FC
Mrs	Dawn Hartland	Head of Criminal Justice	DH
Apologies			
Sgt	Charlie Naughton	Staff Officer	CN
Supt	Lee Kemp	Communities and Response	LK

No	Summary
1.	Welcome and Introductions Ben Smith welcomed all to the meeting and introductions made.
	Minutes and actions from meeting held on 11th August 2022
2.	Action: 02/011222: Ben Smith to speak to Emma Bastone regarding tweaking the Terms of Reference for Public Contact & Engagement Delivery Board, with possible renaming to

	Consultation and Engagement Board. Update: 150223: Discussion had, Emma to update the ToR. Update 170523: Carry over– Terms of Reference not completed yet. Post the Engagement Strategy workshops, Kate and Emma will review. Working progress. Action: 170523: ToR now complete – discharged. DISCHARGED. Action: 01/150223: Op Amethyst will be a standard agenda item at this group on where we are and its progression. DISCHARGED. Action: 2/150223 - In terms of support from members of this board, any views on the different quality objectives going forward to be fed into Gill Wall for discussion at next board. Update: 170523: This is an ongoing piece of work. Discussed in the main agenda. Action: 03/150223: Tania Coppola and Lee Kemp to scope this proposal and potentially a discussion with Dr Pam Richards on initial views and update next meeting. Tania has a meeting scheduled with Dr Pam Richards. Action: 1/170523: Tania to update next meeting following discussions with Dr Pam Richards. DISCHARGED. Action: 4/150223: Decision supported by this board for Sign Video proposal. Emma Bastone to go back to Kim Perkin and Nicola Starr to do the due diligence with other forces and bring back to this meeting for discussion. Emma to get an update from Kim Perkin which will go to BRB and Change Board. DISCHARGED. Action: 5/150223: Delivery Board chairs, by next round of steering boards, to make a recommendation for closure on each 2022 AFI relevant to their boards. If not ready for closure, then a tightly defined plan of activity to be proposed to achieve closure within 3 months. Discussed in main agenda. DISCHARGED. Action: 6/150223: In terms of strategic deliverables, for next round of steering boards, each delivery board chair to assess whether the 12 month deliverable has been met; if not, why not, and whether the deliverable should be extended, amended or set aside. Discussed in main agenda. DISCHARGED. Action: 7/150223: Ben Smith to circulate the data census review by NPCC/HO to group. Completed and accessible on Intranet. DISCHARGED. Action: 8/150223: Tania Coppola to pick this up at Diversity and Inclusion board in terms of what we can do, around a balance of officers rights and victims right around complaints and misconducts. Update 170523: Tania raised, with a reflection learning from other forces around support to others either from a victims point of view or investigators. Healthy discussions were had, which led to recommendations on what is already in place and what things might be extended etc to what we offer. Ethical dilemmas – Gill is looking at some comms to go out.
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	DISCHARGED. Action: 9/150223: Kate Quilley to link in with Emma Bastone and Daf Goddard to see how best we can capture that learning and bring back to this group to track the reassurance. Update: 170523: Proposal went to Internal Ethnic Board today with a number of recommendations. It was agreed the best route forward was to weave this into the Comms Training package which is delivered locally.
3.	Overarching DEI Update Gill Wall provided an update The DEI team is growing. DI Tony Hibbert has now joined the team. Jo An Golding, Equality Officer has now retired. Brit Pickering has now taken over this role. The D&I Co-ordinator is out to recruit, which is a 12 month fixed term contract. Ann Chambers has now joined the team. PCSO Hannah Woodhams – Insp Kris Shore has been supportive to Hannah in this role, which is helping retention. Hannah is developing new relationships engaging in the communities, along with links into the wider SNT team. Tania Coppola suggested the three Chief Inspectors to promote those PCSO roles within D&I to show they are supportive of the role and benefits of it and understanding the bigger picture. Ben Smith he would be seeking from the three Chief Inspectors their contribution around the three pillars and engagement would be part of it. Emma highlighted, as part of the Public Engagement Group, they are engaged and contribute. Emma would raise the PCSO role profile at her Command Team meeting to attract people into that role. Emma Bastone has agreed they can trial this role as a secondment, and their existing role would be held until after the six month trial. Ben Smith said, there may be greater opportunity for flexibility these roles, rather than an area PCSO. Action: 2/170523: Emma Bastone to discuss the PCSO role at her Local Command Team board Gill Wall shared the DEI Hub Successes & future direction slide • Team+ engagement, which is working well, with a joint network and groups. • Staff churn - this has been mentioned a lot at the Independent Scrutiny panel as we have changed Use of Force lead three times, which makes the engagement challenging. • Corporate Comms - refresh of Equality and Diversity on SOH. Literature around Independent Scrutiny panels to add to the IAG leaflets. • Equality tracking report – subset of a performance report to this group which is also on SOH. • Equality objectives – reminder that the Public Sector Equality Duty (PSED) we have to set and publish equality objectives (at least one specific measurable objective) which is reviewed every 4 years. Last one was set in 2021. We are in the right areas but recommendation we do which is evidenced driven and look to do a analytical piece and sign off subsequently. • Maturity Model around DI. DI lead at BTP has done a lot of work to develop this. Gill will liaise with her. Action: 3/170523: Gill Wall to share these slides with members of the group. Tania Coppola referred to the Maturity Model as there is a lot that sits underneath that. It would be good to choose one area to focus on and suggested this to be Race, to have this as a pilot, to get data and a better learning and understanding.

	Culture objective– how can we measure this. There is a lot of work that we are doing or developing on around Culture within the performance framework. This is a difficult one to measure. Ben agreed with this.
4.	Overarching Police Race Action Plan Update Tony Hibbert provided an overview of work ongoing. Tyron Joyce is no longer leading on Police Race Action Plan. Process in place to recruit a successor. Casey Review shows some delays and there is no timeline. We are progressing with all actions set. Objectives 1 –agreed. 2023-2026 process. Some actions are not due for completion until 2024-2025. This is expected release within the next couple of months. We are looking at scoping all the activity that aligns to PRAP that is happening within the organisation, making sure we are not duplicating. SMSR research – 10 recommendations– team are working progressing these. Tony will provide feedback into the Senior Leadership team. Engagement – working with Equip and We Stand Together events, with the last one tonight. Tony will liaise with Junaid for a hot debrief. Once feedback received will be circulated. Cross-organisational learning and adaption, linking in with NHW, Schools, Children’s Services etc to look at why these things are happening and can we look at things differently. Internal culture – anticipated more difficult than expected. This is about educating and bring people onto the journey. Policies and procedures –reviewing some of the policies. Tony Hibbert is working with Paul Thompson and Jill Fowler around policies and procedures. Also working on engagement with Coventry college, Warwickshire universities etc. Ben thanked Tony for his continued work.
5.	Diversity and Inclusion Workstream (Teams Plan)# • Update against strategic deliverables ○ <u>Delivery and progress against EDI objectives</u>. There are two formally in terms of Equality. One is being representative around specifically female and ethnicity, which has been broaden out to the workforce family, rather than Police Officers. Now met the national minimum target but will continue to develop. Ongoing deliverable longer term. <i>Ethnicity</i> – census data in Warwickshire is 10.9%. Overall, as a workforce we are currently at 7.5%, 5.9% for Police Officers. PRAP 10.1% for Warwickshire. Data has increased for Asian minority. ○ <u>Establishment of virtual DEI function</u> – encouraging reporting. Some improvement. Brit Pickering is now in place has been instrumental to the team in terms of liaising with staff networks and relaunch of national stay safe with roadshows. We are looking at seeking other opportunities going forward with networks. Also added to the personal passport. It was agreed to close off this key deliverable. Further discussion on Culture and how this is reframed. ○ <u>Delivery of NPCC Race and Inclusion Plan</u>

	Some of those roles within the plan will soon come to an end. Early discussions are needed going forward. Tania would like to push for an extension on some roles as timeline is March 2024 for some of the fixed term contracts. Tania is focussing on workstream, Education, awareness, and training piece of work. Initial discussions had to work on a broaden framework on diversity and awareness. <u>Action: 4/170523: Ben Smith and Tania Coppola to reframe the DEI Strategic Deliverables for the next 12 months.</u> Junaid Hussain asked, if there were any training opportunities in terms of any training in co production or involving local groups. This was flagged up at the last years event in the police race action plan, but also reference in groups organised by SNT, specifically for LGBT+ community, particularly attended by members of the Trans community around what training Warwickshire Police have in place. Ben is supportive of this, and agreed to co-produce training were we can, to give that credibility and legitimacy to the training.
6.	Public Engagement and Consultation Workstream Update and overview of activity. • Update against strategic deliverables Four AFI deliverables. ○ <u>Engagement Strategy and Improvement plan</u> – significant progress made. Emma extended her thanks to Kate Quilley who has taken lead. Set strategic direction and set the governance. Benchmarking done with other forces, but this is patchy. There is no set plan. Work ongoing to develop our own strategy. Engagement workshop on 31st March was well attended and was successful with positive feedback. Further work ongoing to build some partner workshops. Next steps – Kate Quilley will develop this in a working group which will feed into Public Engagement Board with communities engagements as to what this will look like. Youth Engagement was highlighted. Early focus group to be developed how we can do better to engage. This will also be linked into the PRAP. This will be a two year strategy. One and two AFIs will become one deliverable. ○ <u>Timeline</u> – stakeholder engagement, public consultation/framework will be May – June. July/August collage research and have first draft. Proposal/recommendations back to this board in September for sign off. Ben Smith agreed with this timeline. ○ <u>Understanding and mapping external scrutiny mechanisms</u> – working progress. IAG and SIAG groups are in place, Chief Inspectors are attending which is positive and added value to those groups. VIAWG, RASSO and Use of Powers scrutiny panels are in place. Emma suggested having an additional Youth panel, with a view to going into schools with youth engagement and develop a scrutiny panel alongside police action plan. Ben said, we will wait for the icebreaker work, prior to designing this ourselves. He would like to get to in its highest level, is a force schematic or infographic details as to what the landscape looks like for external scrutiny. This can then be explained to HMIC. Gill said, this will be included in the icebreaker work that Brit Pickering is doing going forward. ○ <u>Understanding public confidence in policing</u> – public perception survey, piloting on Warwickshire Connected. First part completed, 253 responses. Work to do, is to put this survey as a telephone survey? Or look at option with VisorV who provided Warwickshire Connected. Emma and Kate will visit Humberside who use the tool and to understand how they use it and costs etc.

	<u>Action: 5/170523: EB/BS/KT/SR to liaise on how the public confidence survey looks like and how we take it forward to get something agreed sooner rather than later.</u> <u>Action: 6/170523: EB/BS to reframe the existing Strategic deliverables and discuss any new deliverables.</u> Jatinder Birdi raised on engaging with Faith communities and Warwickshire District Faith forum is a good angle to get into. He said, Jo-An Golding used to attend the quarterly meeting and with her now leaving the organisation there is a need to ensure this gap continues, particularly with any Warwickshire updates on the agenda. Ben said, with the new policing teams now in place, there has been more engagement and connection with local communities, which is having a positive impact.
7.	Use of Police Powers (Teams Plan) - Update against strategic deliverables <i><u>Develop and embed internal scrutiny of both UoF and Stop Search Independent panels</u></i> – Significant progress has been made in this area. Panel started 12 months in its infancy and pleasing reported over last 12 month and has grown the diversity of the panel. There has been 6 x Muslim females join and a Sikh gentleman. Panels are shown footage of body worn videos and the panels have a framework for feedback. Learning and feedback is fed back to officers and wider organisational learning to both L&D and any OST matters to shape future course to develop the workforce. These meetings are held quarterly. An independent chair has now been elected. Gill Wall to share the external IAG dates with Ben Smith. <i><u>Internal scrutiny</u></i> - weekly stats are distributed to supervisors for a snapshot of trends. A framework has been set and a mandate for Sergeants and Inspectors to review one BWV footage for UoF and Stop and Search. BWV will be rolled out to Reactive/ Proactive teams and CID. This will then help with the audit trial on a monthly basis to give a broader picture of themes from officers. This weekend inputs will be given to Specials in terms of understanding the requirements of the UoF and SS powers. Ben Smith asked with the audits, do we think this is the right number to give us and HMIC the confidence that we are legitimate and with the new model patrol sergeants should now have more capacity and therefore have potential to increase those audits. Faz, said currently the new model is too early to give a feel for that capacity. We are currently expecting to do 30 audits per month from each policing area is what we are trying to achieve. Angus Eagles and Faz Chishty to do some research to those forces who are doing really well, in terms of internal scrutiny and what that looks like <u>Action: 7/170523: Angus Eagles and Faz Chishty to look through the matrix with other forces for those that are doing 'good' or 'outstanding' in terms of internal scrutiny audits and look at their processes for Body Worn Videos.</u> <i><u>Performance</u></i> - good progress has been made and data is good. Data is published on the external websites.
8	SIAG Update (Jatinder Birdi) Jatinder reported the last SIAG meeting took place on 6th March 2023. Update on Empower model by CI Chishty and CI Rankin. CI Steve Davies will provide an update at the next meeting. Supt Jill Fowler provided an update on Op Amethyst.

	PRAP – Tony Hibbert will do a presentation at the next meeting on 5th June 2023. Bernie Gaughan will provide an update at the next meeting on ‘Empowering you’ event. Ben Smith thanked Jatinder and those contributing to those items.
9.	EQUIP update (Junaid Hussain) We stand together event – last one tonight. 4 events over the month. Feedback positive over 4 events. Started the feedback and Junaid will get this circulated. The ‘Second Big Conversation Event will take place on 14th June.
10.	PSD / Vetting • Vetting Disproportionality Update Recent HMIC vetting was pleased with the disproportionality data, however, was uncertain were it sits and what we do. Ross Campbell will attend future meetings. • Op Amethyst Standard agenda item at future meetings. Lots of work has progressed. Our initial vetting processes are good as they are picked up those issues. The national team will update us as to what the continued exercise will look like. Communications has gone out across the workforce. Publication scheme - Kate Quilley outlined this is an important piece of work as there is a national publication scheme in place that outlines the timescales for publicising all the data. Ben Smith said, there is a CIMM board in place to understand the progress and there is a lot of focus around this.
11.	Organisational Learning (All) Nothing further to raise.
12.	AOB Nothing further to raise. No further business discussed.
13.	Date of future meetings Wednesday 16th August 2023 Wednesday 15th November 2023