



Legitimacy and Equality Steering Group MINUTES

DATE: 23 November 2021
TIME: 14:30 hrs
VENUE: Executive Meeting Room, Leek Wootton/MS Teams

Present:	Alex Franklin-Smith	(Chair) DCC
	Tania Coppola	Enabling Services
	Mike Fox	Communications
	Daf Goddard	PSD
	Gill Wall	Consultation & Engagement (Equality) Lead
	Jatinder Birdi	SIAG
	Emma Bastone	Local Policing
	Angus Eagles	HMICFRS Force Liaison Officer
	Paul Edwards	Unison
	Steve Russell	A&SI
	Dawn Hartland	Criminal Justice
	Polly Reed	OPCC
	Junaid Hussain	Equip Rep
	Andy Jolley	HMICFRS
	Holly Stapleton	Staff Officer
	Jo Robbins	PA to Chief Officers (Minutes)

Apologies:	Simon Payne	Federation
	Mike Smith	Communities and Response
	Abby Simkin	OPCC

No	Summary	Action
1.	Welcome and Introductions Alex welcomed everyone to the meeting in particular Andy Jolley who would be dialling into a number of meetings as an observer. Apologies were as detailed above.	
2.	Minutes and actions from meeting held on 7th June 2021 The minutes were agreed as an accurate account of the meeting. The actions were updated on the schedule and the following actions discharged: 12/190421, 15/190421 + 02/020821, 21/070621, 03/020821, 04/020821, 05/020821, 06/020821, 07/020821 + 08/020821, 10/020821 and 13/020832	
3.	Engagement and Equality	

	Scanning and Overview – Gill provided a summary of the slide deck and added the following additional comments: • Key was to publish information more dynamically • Slide 4 - the “plan on a page” was where we needed to get to and there was currently a lot of work being undertaken in order to pull this together • Slide 4 - the strapline “It’s okay to make mistakes” reflects some of the things Warwickshire have discussed previously • Slide 5 – it was suggested “Scrutiny panel” under faculty three was too harsh and should be amended to read independent review, Gill was going to review the presentation to see where Warwickshire could learn from the information • Slide 6 – need to see if we can collaborate with Regional forces in order to establish a way forward Nationally with key strategic issues to then bring to this meeting to discuss • Slide 7 – development of DEI Standards was still in early days. The academic research around Officers’ Tone of Voice in Traffic Stops was based on US not UK research however needed capturing in scrutiny panels Alex noted that looking at the structure chart there were not a lot on staff networks. Tania commented there were 8 or 9 networks and they had been on a journey to get people released over and above the day job. The 150 D&I SPOCS were used, all being volunteers over and above the staff networks. Action 01/231121: Tania, Mike and Emma (Workstream leads) to consider the Kent information contained in the scanning and overview slides and Gill, Steve and Alex to extract any key items Action 02/231121: Tania to let Gill know if we would be interested in the Peer Support – retention, promotion, community engagement by College of Policing / DEI Leaders’ Network (slide 7 of the scanning and overview pack) Alex commented this was really comprehensive and that lots had been done locally into the new structure, however noted the need to ensure we consider consistency.	
4.	Delivery Group Metrics (Steve Russell) Steve confirmed the measures were currently being finalised and the report would be presented to the February Board meeting. In relation to the Stop and search power app Gill would be pulling together a set of metrics.	
5.	Diversity and Inclusion Workstream – Tania Coppola There had been no significant changes since the last meeting. Protected characteristics were not currently tracked however further work was being undertaken on the HR system and looking to do more with the workforce in January. In relation to recruitment stats females were increasing healthily however still struggling with Ethnic Police officer recruitment despite considerable work with Positive Action Team and networks. Our recruitment process was lengthy therefore there was always a possibility we would lose candidates to West Midlands. Reviews had been undertaken on marketing material and literature and a new video produced which was shown at the recruitment event last week to which 150 attended therefore hopefully some benefits will be seen. Tania also provided updates on the following: • There has been a lot of activity with the disability network who were working to attain disability level 3. Work was being done on a couple of areas of policy and practice in order to attain the new rating	

	• Neurodiversity – a number of assessors are now able to undertake reasonable adjustments for Dyslexia, Ross is going inform the force via a blog • A number of events took place in the last quarter, Women's network, wellbeing and resilience • BME Event – a number of individuals attended the event but had not joined the network, with the increased attendance being as a result of the individual email invitation sent from the Chief Officers. Feedback given was they had felt they either didn't need to join or were unsure what it would bring for them. • Further work will be undertaken on: ○ skills and knowledge of the workforce i.e. keeping a list of SPOCS ○ how we can use the workplace for recruitment events i.e. friends/family of current workforce • Feedback received from some of the events – there was a desire for more proactive support from senior leads i.e. 1st/2nd line managers not understanding the importance of allowing attendance at these events • A buddy systems from the network had been suggested • Education and training on basics around culture – Tania will work with teams on the above • Faith visit to the Gurdwara, organised by Matt Hopley – further visits have been arranged to other establishments in order to educate the workforce, however there is still lots more that can be done which will be looked at Action 03/231121: Andy Jolley asked to spend some time with Tania after Christmas in order to get up to speed with Diversity and Inclusion. Junaid asked regarding the breakdown of Ethnic Groups for recruitment if there was anything which needed to be considered in relation to either retention or promotion. Tania replied there was one leaver last quarter who had gained promotion elsewhere therefore it was felt retention was not an issue. Regarding promotion Tania noted work was being done with the network, women's network and action team who offer support for those looking towards promotion. In addition coaching and mentoring is available however it was felt confidence was key and this is an area we are working on with line managers, coaches and mentors to try and address. Alex noted the force is aware it will take a considerable amount of time to attain the correct level of recruitment but the work being undertaken will ensure individuals from BME areas are supported. While the Home Office and Government are focussed solely on police officers, we as a force have a healthy diversity as a family but are aware there are some limitations.	
6.	Public Engagement and Public Contact Workstream Update and overview of activity - Mike Smith Mike had provided a written update ahead of the meeting. Alex informed the meeting Mike had been appointed to lead the Operational Model review from January and would therefore be leaving his current post. Action 04/231121: Once Mike's successor is appointed, Emma to ensure a good handover is provided and a review of KPI metrics	
7.	SIAG update (Jatinder Birdi) Jatinder noted the local IAGs had now started meeting again quarterly and the TORs were currently being reviewed to ensure they were up to date and relevant.	

	He expressed his thanks to Mike for all the work he had undertaken recently in relation to IAGs. Jatinder noted the need for personal contact with members of the community as not everyone was able to access IT hopefully this will improve now the quarterly meetings are taking place.	
8.	EQUIP update (Junaid Hussain) Junaid provided a brief overview of EQUIP which was established in 2016 around race and equal partnership. There had been a transformation over the past 10 years with a move to focussing on race equality and now dealt with all protected characteristics including hate employment cases up to tribunal level. They are working with diverse communities across the county and resolving issues. Since the start of the pandemic this has been mainly dealing with health and wellbeing and understanding issues across Warwickshire. There had been an increase in cases from rural areas and also discrimination cases over the last financial year, however there had been a dip in hate crime cases. He had met with Karl Faulkner to discuss the harm hub to establish how issues were resolved and at what point they can interject into the issues. Face to face meetings were now being held in the community and there is now the opportunity to do joint engagement to avoid bombarding groups from various different angles. Recently taken on two community organisers to engage with groups across the county and the project steering group was also now meeting regularly. Also pushing forward on drugs and addiction and county lines.	
9.	Use of Police Powers – Emma Bastone Use of Force: • Quarter 2 report shows a consistent number of UOF submissions from the last quarter. • 79% of officers that have used force are in ticket for OST, this number has dropped slightly since June and is being investigated with duties and L&D to understand reasons why. Clearing the backlog of OST remains a priority. • There are no geographic anomalies in the UOF across the county. Highest reason for UOF is consistent and effect arrest is the highest reason. Protect Subject is showing the largest increase in volume, with a 42% increase on the previous Quarter. The reasons for this are to be investigated. • Use of Force forms with a Disability Marker applied equated to 16% of total forms submitted, in line with the previous quarter (15%). 'Mental Health Condition' continues to drive volumes of Disability Markers at 12%. • Officers with higher levels of force submission are subject to QA and dip sampling, no concerns raised. Stop and Search: • Quarter 2 levels for S&S remain consistent. • Predominant reason for S&S is around misuse of drug. This is across all ethnicities and consistent with previous quarters. • Black communities are 12.1 times more likely to be stop searched, Asian 2.5 times more likely and Mixed Race 3.8 times more likely. These figures are based on census data which is 10 years old. Updated census data due later this year and will provide a clearer picture.	

	• Overall 22% of all stop searches are of people who live outside force area. In stop searches for black people 44% lived outside force area. • 66% of stop searches in Q2 result in NFA. This is the same for all ethnicities. There is no trend or pattern. Focus for the next quarter: • Introduction of Independent scrutiny panels, subject to CC Tedds signing off mitigations highlighted in the DPIA. • Ride along schemes will now recommence. • Work with LP management teams to improve the levels of internal scrutiny applied to BWV in relation to S&S and UOF – utilise the new assessment framework to do so. • Work ongoing with the Evolve team to develop the new apps for S&S and UOF. The deadline is January, S&S there is high confidence the app will be ready. For UOF we will plan a contingency in case this app is not finalised. • Development of a new policy and procedure document for stop and search. IAT unconscious bias testing in the New Year. This will be across all public facing departments. The launch will be supported by a comms plan and we will seek a Chief Officer lead. In addition to the paper provided Emma also noted the following: • The recognition systems do not help with compliance therefore waiting to see what the power app looks like • There is a concern of ending up with a gap with no data if systems are unavailable • The quality of the data around stop and search is not brilliant and is only as good as the data input however Faz has undertaken a deep dive to try and understand the data • The scrutiny panel is being set up over the next quarter, currently with the CC for sign off and will hopefully be resolved before Christmas • Supervisor reviews – the uptake has not been good as yet • Unconscious bias fell flat and will therefore be relaunched in the new year as there are new ideas on how to support and get the engagement of the workforce • Main risk is around IT to support the data and the need for a seamless process Polly asked if the scrutiny panels would be able to scrutinise the BWV to which Emma confirmed they would. Junaid noted with regard to stop and search disproportionality maybe there was a possibility to look back on things which had worked in the past i.e. a short briefing to known community contacts of operations to give them a heads up of local issues and convey a level of transparency. Action 05/231121: Junaid to provide a steer to Emma on which Community Groups should be contacted in order to provide a monthly one page summary of operations Action 06/231121: Alex noted there had been a lot of work undertaken on data and disproportionality and a report had been produced earlier in the year informing of our position. Alex to share the presentation with Andy Jolley	
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10.	Disproportionality and Maintaining an Ethical Culture – Daf Goddard Daf summarised the presentation, he noted he would be doing more work on this area in PSD to establish where any discrepancies were coming from. Action 07/231121: Jo to distribute the Disproportionality and Maintaining an Ethical Culture presentation with the minutes	
11.	Risk Register Steve noted the risk template would be completed on the Corporate risk register and presented to the next meeting.	
12.	HMIC Assurance/Strategic Delivery High level deliverables would be brought to the next meeting.	
13.	Organisational Learning Tania raised the following items: • Managing attendance policy to make it more welfare related • Fairness at work – workplace adjustments for disabilities and how we use the recently introduced passport • BME event and different engagement linked to the BME network Steve noted once the above have been worked through they would be taken to the Assurance Board.	
14.	AOB Action 08/231121: Jo to ensure all future meetings are 2 hours	
15.	Dates of Meetings 2022 15 Feb 18 May 11 Aug 16 Nov 14:00 14:00 11:00 14:00	