

## Assistant Police & Crime Commissioner (Equality and Diversity) Shiraz Mirza - Objectives for 2013/14 and Progress as at April 2014

### Background

The Assistant PCC (Equality & Diversity) was appointed to help the PCC reach out to communities who have historically been 'harder to reach' and to help the PCC build a network of stakeholders from minority groups. It is important that the PCC is able to undertake his role as a bridge between the police and the public of Surrey and the Assistant PCC is instrumental in achieving this aim. Some of the Assistant PCC's objectives are hard to quantify. While it may be difficult to measure tangible outcomes, the value of the Assistant PCC's role lies in breaking down barriers with minority groups and providing a voice for those who would not normally engage with the police or wider criminal justice system.

Objective	Key actions	Progress as at April 2014	Outcomes
Support the Police and Crime Commissioner (PCC) in delivering the priorities set out in the Police & Crime Plan for Surrey, with a particular focus on issues affecting minority groups	<ul style="list-style-type: none"> <li>Attendance at Independent Advisory Group meetings (IAG). The IAG promotes community confidence, acting as a 'critical friend' to the Force in relation to major or critical incidents and in relation to the development of policing policy and strategy</li> <li>Meetings with staff groups</li> <li>Taking a political lead on the enforcement project with partners</li> </ul>	<ul style="list-style-type: none"> <li>Shiraz, with support from officers, attends meetings to ensure the PCC hears the views of the IAG.</li> <li>Shiraz has a rolling six-month programme of meetings with all staff groups and has met with all staff groups at least once (8 groups) – e.g. the Surrey Asian Muslim Police group, Surrey Women Officers Group, Spectrum (Lesbian, Gay, Bisexual and Transgender group)</li> <li>Shiraz has visited the London Borough of Newham and met with the lead officers from Surrey Police and Reigate &amp; Banstead Council to ensure momentum behind the project and has led on setting initial deadlines</li> </ul>	<ul style="list-style-type: none"> <li>Given IAG assurance that the PCC wishes it to continue. The IAG is a Surrey Police "tool" but Shiraz has given a commitment that members of the IAG can contact the PCC/APCC at any time if have concerns. Provided feedback in terms of the PCC's role regarding Stop &amp; Search and IPCC/complaints procedures.</li> <li>Issues around morale following Winsor identified and reassurances given regarding retention and recruitment to staff groups.</li> <li>The Newham project is due to go live in April 2014</li> </ul>

Objective	Key actions	Progress as at April 2014	Outcomes
Champion the interests of minority and hard to reach groups in Surrey, ensuring that they receive an excellent service from Surrey Police and other criminal justice partners	<ul style="list-style-type: none"> <li>• Enable and facilitate meetings between Surrey Police and BME groups.</li> <li>• Ensure the PCC reaches and engages with BME groups.</li> <li>• Champions good practice.</li> <li>• Challenges the force on its recording and detection of hate crime.</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings arranged and held between the Force and: victims of Asian Gold burglaries; taxi drivers; the Woking Shah Jahan mosque; gypsy and traveller communities; interfaith groups; and ability and carer networks</li> <li>• Has backed and given support to various projects and initiatives, such as PDQs (Woking taxi driver membership group), Gypsy Skills, Chelsea's Choice and DriveSMART</li> <li>• Involved in a number of events, such as Opening Doors and Free Living, which are about educating police and partners about the challenges faced by people with disabilities or who are vulnerable</li> </ul>	<ul style="list-style-type: none"> <li>• New agreements in place regarding how quickly burglaries are flagged, recorded and investigated.</li> <li>• Better systems in place for crime prevention, such as using immobilise.com.</li> <li>• Better communication between Force and minority groups. 'SPOCs' now identified.</li> <li>• Pushing partners to get more involved and fulfil their responsibilities, e.g. take up of Chelsea's Choice in schools.</li> <li>• Events have been well attended by police, partners and the potentially vulnerable. Plans to roll out similar events across Surrey.</li> </ul>
Help ensure the PCC's business and policies reflect his statutory duty for equality and diversity	<ul style="list-style-type: none"> <li>• Liaise with neighbouring forces and develop an Equality &amp; Diversity Strategy for the OPCC.</li> <li>• Challenges the force on its advertisement and recruitment of BME groups.</li> </ul>	<ul style="list-style-type: none"> <li>• Strategy written and available on the PCC website.</li> <li>• Has provided insight and guidance on how job adverts could be made more accessible to BME communities.</li> </ul>	<ul style="list-style-type: none"> <li>• Ensures that the OPCC can be a voice of all Surrey residents.</li> <li>• Ensures that Surrey's police force represents the community it protects.</li> </ul>
Represent the PCC at meetings and events and encourage minority groups to play an active role in consultation and engagement activity	<ul style="list-style-type: none"> <li>• Meets with numerous minority groups, including gypsy and traveller groups, and has heard their views, concerns and complaints, and given reassurance to work with the Force to address them.</li> </ul>	<ul style="list-style-type: none"> <li>• Single points of contact now established with the Force.</li> <li>• Acceptance on behalf of the minority groups to work in partnership with the force.</li> </ul>	<ul style="list-style-type: none"> <li>• The PCC and Surrey Police are now better connected with some of the "hard to reach" communities they serve, though a lot remains to be done.</li> </ul>

<p>Monitor Surrey Police’s performance in respect of equality and diversity issues</p>	<ul style="list-style-type: none"> <li>• Receives quarterly Stop &amp; Search figures and has an open invitation to feed in to the Surrey Police’s StopWatch group (which monitors stop and search activity) as required.</li> <li>• Has liaised with the force on the provisions available in its custody suites, old and new.</li> </ul>	<ul style="list-style-type: none"> <li>• To date Surrey Police is performing well in terms of Stop &amp; Search and no real concerns are identified at this stage.</li> <li>• Due to do a site visit with the Diversity Directorate to highlight potential issues within the custody environment.</li> </ul>	<ul style="list-style-type: none"> <li>• Going out on patrol with officers has been invaluable in giving Shiraz experience of front line policing and the challenges officers face.</li> </ul>
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