

## Assistant Police & Crime Commissioner (Equality and Diversity) Shiraz Mirza - Objectives for 2014/15 and Progress as at May 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 May 2014  | Outcomes  |
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| 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>At the last IAG meeting a presentation was received on the work being done by Surrey Police and partners on safeguarding vulnerable adults and children. The group were asked to advise the Force on how to engage with hard to reach communities, and to flag any issues they thought were being overlooked.</li> <li>The ACC has met with Unison and Fed since the last PCP meeting. At these meetings the disciplinary process, staff survey results and the latest performance figures by the Force.</li> <li>The enforcement project goes fully live in mid-June.</li> </ul> | <ul style="list-style-type: none"> <li>The importance of training for officers and front-line staff was stressed. The first contact is crucial and it is vital that staff are sympathetic and understanding of different cultures and traditions when dealing with sensitive matters, otherwise intelligence is lost.</li> <li>Concern that police cuts are affecting police morale. Reassurance was given that the PCCs Office is supportive and working to minimise the impact of the cuts on officers and lobby government for a more balanced redistribution of the council tax precept.</li> <li>The project has already begun and is going well. Full updates will be provided once formally launched.</li> </ul> |

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| 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>• Shiraz has worked with Surrey Police to organise a Prevent community event on 5<sup>th</sup> June.</li> <li>• Shiraz met with the Race &amp; Equalities Council and provided information on how crime was recorded in Surrey.</li> <li>• Attended the National Forced Marriage Council in Derby which focused on raising awareness and improving training for staff.</li> </ul> | <ul style="list-style-type: none"> <li>• This is being planned to deliver messaging around the Syria conflict to key members of the community and is being delivered to support government messaging.</li> <li>• Improved understanding within the community on how the Force record hate crimes.</li> <li>• Introduction to Sarb Athwal (see below).</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>• Work is underway by policy officers from both PCC Offices to explore options of pulling together a joint policy or policies that are uniform.</li> <li>• Shiraz has challenged the Diversity Directorate, HR and the Deputy Chief Constable on these issues.</li> </ul>   | <ul style="list-style-type: none"> <li>• As Surrey and Sussex police collaborate further, it is important that they share best working practices.</li> <li>• Surrey Police have been asked to present a report at the next Management Meeting.</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>• Following attendance at National Forced Marriage Council, met with Sarb Athwal, victim and campaigner, about providing training to staff on victim support and preventative support.</li> <li>• Met with Lord Noon to discuss issues within his community.</li> </ul>   | <ul style="list-style-type: none"> <li>• Improved training for staff and officers leading to better service provision (on going).</li> <li>• Improved community relations (on going).</li> </ul>   |
| Monitor Surrey Police's performance in respect of equality and diversity issues   | <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> </ul>  | <ul style="list-style-type: none"> <li>• At a previous StopWatch meeting an apparently high disproportionality rate for stop and searches in Mole Valley was identified. Discussion was also had about HMIC recommendations on transparency</li> </ul>   | <ul style="list-style-type: none"> <li>• Information on Stop and Search, including rights and how to complain, is now available on the Surrey Police and PCC websites. Moreover, the IAG members provide independent public</li> </ul>   |

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|  | <ul style="list-style-type: none"> <li>Has liaised with the force on the provisions available in its custody suites, old and new.</li> </ul> | <p>and public accountability for the Forces stop and search performance.</p> <ul style="list-style-type: none"> <li>Attended the International Day Against Homophobia and Transphobia with Surrey Police LAGLO officers. Provided an update on the role of the PCC and discussed what help and support the Office could provide.</li> </ul> | <p>scrutiny on these issues. Work is underway to prepare a public document detailing the number of stop and searches conducted.</p> <ul style="list-style-type: none"> <li>Working closely with Surrey Police on this and the PCC will be attending Gay Pride in Brighton in August (on going).</li> </ul> |
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