

Assistant Police & Crime Commissioner (Equality and Diversity) Shiraz Mirza - Objectives for 2014/15 and Progress as at September 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 September 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"> 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 Meetings with staff groups Taking a political lead on the enforcement project with partners 	<ul style="list-style-type: none"> At the last IAG meeting a presentation was received on the work being done by Surrey Police and partners on LAGLOs (Lesbian and Gay Liaison Officers) and MACLOs (Muslim and Culture Liaison Officers). 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. The enforcement project went fully live in mid-June. 	<ul style="list-style-type: none"> MACLOs are a fresh approach to dealing with racial tension within Surrey. Surrey is piloting this scheme and early IAG involvement is crucial to ensuring the Muslim community don't feel victimised. 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. The project has already begun and is going well.

Objective	Key actions	Progress as at September 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"> • Enable and facilitate meetings between Surrey Police and BME groups. • Ensure the PCC reaches and engages with BME groups. • Champions good practice. • Challenges the force on its recording and detection of hate crime. 	<ul style="list-style-type: none"> • Shiraz has met with Sussex Officers to advise on the Sussex Mosque Engagement Plan. • Met with the Race & Equalities Council and provided information on how crime was recorded in Surrey. • Has attended a session at the Contact Centre to hear how incoming calls are recorded. • Has held numerous meetings regarding Honour Based Violence and FGM. 	<ul style="list-style-type: none"> • This will lead to ensure better community engagement. • Improved understanding within the community on how the Force record hate crimes. • This will provide better understanding when challenging the Chief Constable. • Instrumental in the PCCs Office receiving training on this. Proposal to roll wider.
Help ensure the PCC's business and policies reflect his statutory duty for equality and diversity	<ul style="list-style-type: none"> • Liaise with neighbouring forces and share best practice. • Challenges the force on its advertisement and recruitment of BME groups. 	<ul style="list-style-type: none"> • Shiraz attended a joint Surrey/Sussex meeting to look at LG&BT Allies Network promoting LG&BT issues within each Force. • A paper was received at the last meeting. 	<ul style="list-style-type: none"> • As Surrey and Sussex police collaborate further, it is important that they share best working practices. • The Chief Constable provided reassurance that recruitment and retention was improving.
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"> • 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. 	<ul style="list-style-type: none"> • Has met with a number of community representatives to hear their concerns and liaise accordingly with Surrey Police. 	<ul style="list-style-type: none"> • Improved community relations (on going).
Monitor Surrey Police's performance in respect of equality and diversity issues	<ul style="list-style-type: none"> • Receives quarterly Stop & 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. 	<ul style="list-style-type: none"> • Stop and Search forms now include grid references so S&S can be mapped to show if they relate to crime areas. This is an area that will help identify inequality. 	<ul style="list-style-type: none"> • 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

	<ul style="list-style-type: none">• Meets with and challenges the IPCC on its findings.	<ul style="list-style-type: none">• Plans in place to introduce triggers for individuals who are stopped repeatedly in the same place/time (a shift worker at Gatwick, for instance).	scrutiny on these issues. Work is underway to prepare a public document detailing the number of stop and searches conducted.
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