

Assistant Police & Crime Commissioner (Equality and Diversity) Shiraz Mirza - Objectives for 2014/15 and Progress as at December 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 December 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 members heard from Rachel Billington, the new Head of the Diversity Directorate, and elected their Chairman and Vice-Chairmen. • At the subsequent wash-up meeting, discussions took place about how to recruit members to the IAG. It was proposed that members could attend the PCC events to promote the IAG. • There was also discussion about use of pawnshops to store gold. • The APCC met with representatives from Surrey Police’s women, Muslim and disability associations. • The APCC attended the Governance Board on 29 October. 	<ul style="list-style-type: none"> • The APCC is involved in the BME Recruitment Project Team which reports to the Deputy Chief Constable. • The OPCC and the Diversity Directorate are in contact about meetings. • The Deputy PCC discussed this at the last Runnymede crime summit and the OPCC is taking it forward with the National Pawnbrokers Association. • Discussion was made had about council tax and improving resources. • Plans to “go live” in Spelthorne in December are on-track.

Objective	Key actions	Progress as at December 2014	Outcomes
<p>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.</p>	<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"> • The APCC has met with representatives from the Sri Lankan, Shia, Baha'i and Bengali communities as well as with various mosques, the Godalming Interfaith Forum and Shia and Sunni Youth Workers. • The APCC attended Media Law training. • The APCC attends StopWatch. 	<ul style="list-style-type: none"> • This has led to better community engagement. • Looking at ways to use social media to reach BME and other groups. • A large number of stop & searches are done for drugs. This power could be used more proactively.
<p>Help ensure the PCC's business and policies reflect his statutory duty for equality and diversity.</p>	<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"> • The APCC met with the Head of the Diversity Directorate to challenge on BME recruitment and retention. • The APCC is involved in the BME Recruitment Project Team. 	<ul style="list-style-type: none"> • First meeting held on 23 October. Meetings taking place every three weeks and reporting back to DCC.
<p>Represent the PCC at meetings and events and encourage minority groups to play an active role in consultation and engagement activity.</p>	<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"> • The APCC facilitated a meeting between members of the Asian community in Woking and local police officers and council workers on what was being done to combat Asian gold burglaries. 	<ul style="list-style-type: none"> • Concerns had been growing locally. Have been able to allay some fears and misconceptions.
<p>Monitor Surrey Police's performance in respect of equality and diversity issues.</p>	<ul style="list-style-type: none"> • Receives quarterly stop & search figures and has an open invitation 	<ul style="list-style-type: none"> • At the last S&S meeting it was reported that the number of S&Ss were dropping. A rise in BME 	<ul style="list-style-type: none"> • The OPCC continues to monitor developments in this field.

	<p>to feed in to the Surrey Police's StopWatch group (which monitors stop and search activity) as required.</p> <ul style="list-style-type: none"> • Meets with and challenges the IPCC on its findings. 	<p>disproportionality in Reigate & Banstead was also noted. Concerns were also raised regarding new College of Policing training requirements.</p> <ul style="list-style-type: none"> • Last met with the IPCC on 2 September. 	<ul style="list-style-type: none"> • Various appeals were considered and the workload and pressure this puts on the Force highlighted. The IPCC needs to be timely with its own investigations.
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