

## Assistant Police & Crime Commissioner (Equality and Diversity) Shiraz Mirza - Objectives for 2014/15 and Progress as at April 2015

### 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 2015	Outcomes
Support the 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 policy and strategy.</li> <li>Meetings with staff groups.</li> <li>Taking a political lead on the enforcement project .</li> </ul>	<ul style="list-style-type: none"> <li>At the last IAG meeting, Members heard from the PCC on the council tax precept.</li> <li>The APCC met with representatives from Spectrum (disability group) and Unison.</li> <li>The APCC attended the Governance Board on 29 October.</li> </ul>	<ul style="list-style-type: none"> <li>Feedback was given on how the PCC could better engage with minority communities.</li> <li>Discussion was made about Council tax and improving resources.</li> <li>Spelthorne went live in December and the PCC is committed to rolling this out further.</li> </ul>
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 with police and Black and Minority Ethnic (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>The APCC has met with representatives from the Pakistan Welfare Association, Bhai Faith, Ahmadiyya community, Epsom Islamic Centre, Bahis community in Woking, Maulbury mosque, Ahmadiyya UK National Peace Symposium, Elmbridge Multifaith Forum, Ahmadiyya youth awards, Redhill Muslim community.</li> <li>The APCC attends StopWatch.</li> </ul>	<ul style="list-style-type: none"> <li>This has led to better community engagement.</li> <li>Looking at ways to use social media to reach BME and other groups.</li> <li>The force is now able to map stop and searches done. This will improve their efficiency.</li> </ul>

Objective	Key actions	Progress as at April 2015	Outcomes
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 share best practice.</li> <li>• Challenges the force on its advertisement and recruitment of BME groups.</li> </ul>	<ul style="list-style-type: none"> <li>• The APCC is involved in the BME recruitment Project Team which reports to the Deputy Chief Constable (DCC).</li> </ul>	<ul style="list-style-type: none"> <li>• Last meeting held on 1 December 2014. Meetings taking place every three weeks and reporting back to DCC.</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>• The APCC facilitated a meeting between members of the al-Hilli family and the Commissioner.</li> <li>• The APCC is able to use his connections to ensure better diverse representation at the recent crime summits.</li> </ul>	<ul style="list-style-type: none"> <li>• The APCC and PCC were provided an update recently.</li> <li>• This year there have been 11 crime summits and almost 650 people have attended.</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 (S&amp;S) 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>• Meets with and challenges the IPCC on its findings.</li> </ul>	<ul style="list-style-type: none"> <li>• At the last S&amp;S meeting it was reported that the number of S&amp;Ss were dropping. A rise in BME disproportionality in Reigate &amp; Banstead was also noted. Concerns were also raised regarding new College of Policing training requirements.</li> </ul>	<ul style="list-style-type: none"> <li>• The OPCC continues to monitor developments in this field.</li> <li>• Various appeals were considered and the workload and pressure this puts on the Force highlighted. The Independent Police Complaints Commission (IPCC) needs to be timely with its own investigations.</li> </ul>