

Assistant Police & Crime Commissioners – Criteria for Appointment

The Police & Crime Panel has asked the Police & Crime Commissioner (PCC) to set out the criteria used to assess the suitability of the candidates for the appointment of Assistant Police & Crime Commissioner and why the candidates satisfy those criteria.

Assistant Commissioner (Equality & Diversity): Shiraz Mirza

The criteria the Commissioner has used to determine his appointment of Shiraz Mirza as Assistant Commissioner (Equality & Diversity) are as follows:

- Ability to 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
- Experience and understanding of 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
- Relevant knowledge to help ensure the PCC's business and policies reflect his statutory duties in respect of equality and diversity
- Willingness to represent the PCC at meetings and events and encourage minority groups to play an active role in consultation and engagement activity
- Ability to monitor Surrey Police's performance in respect of equality and diversity issues

Specifically this role will involve:

- Reaching out to communities who historically have been 'hard to reach'
- Helping the PCC build a network of stakeholders from minority and hard to reach groups
- Helping to break down barriers for minority groups who wish to join Surrey Police as officers, staff or volunteers
- Looking at recruitment information to ensure minority groups are properly represented in Surrey Police
- Ensuring that the PCC's plans, especially those for consultation and engagement, are accessible to all
- Helping to monitor the experiences of hate crime victims through the criminal justice system
- Reporting regularly to the PCC on where and how change needs to be made to improve the experience of minority groups in the criminal justice sector
- Representing the PCC at meetings such as the Independent Advisory Group and the Surrey Minority Ethnic Forum
- Keeping up-to-date with relevant research and publications
- Monitoring stop and search information

It is the Commissioner's view that Mr Mirza fully meets the criteria, as summarised below.

- Mr Mirza brings considerable personal experience and knowledge of working with minority and hard to reach groups
- Mr Mirza's long and varied history of community engagement work has seen him work with people from many different walks of life, cultures and religions. His interest in community work began after a period of paralysis, brought about

through a neurological virus, which prematurely ended his career in the defence industry. It was during his period of rehabilitation that Mr Mirza began to foster new links with his local community

- In recent years, Mr Mirza has forged formal ties with a considerable breadth of local organisations such as the Shooting Stars Children's Hospice, ROYAD (a charity that supports young people with learning disabilities) and a local Carers Network. He is a Governor of Kingston College and has opened two successful community halls which host a range of social, business and training activities and have helped encourage community cohesion
- As a Liberal Democrat Councillor for the Royal Borough of Kingston since 1998 and the first Asian Mayor for the borough, Mr Mirza brings experience of working in a political environment

Assistant Commissioner (Victims): Jane Anderson

The criteria the Commissioner has used to determine his appointment of Shiraz Mirza as Assistant Commissioner (Equality & Diversity) are as follows:

- Ability to help support the PCC in delivering his promise to '*put victims at the centre of the criminal justice system*' and to ensure that '*victims will be given a quality service from reporting a crime to giving evidence*'
- Ability to operate as a member of the Criminal Justice Group to ensure that the needs of victims and witnesses are represented in key decision making
- Enthusiasm and drive in order to champion victims' interests, for example with the judiciary
- Relevant experience to ensure that victims are able to benefit from Restorative Justice and contribute to the RJ strategy for Surrey
- Relevant knowledge in order to advise the PCC on future commissioning of victim services and advise on funding provisions required for supporting victims

Specifically, this role will involve:

- Monitoring victims' experience of the criminal justice system through: feedback from agencies providing services to victims; victim focus groups; and visits to courts and agencies
- Examining the experiences of victims in Surrey, e.g. through 'mystery shopping' of individual cases, attendance at courts, following a victim's experience through the CJ system etc.
- Reporting regularly to the PCC where and how change needs to be made to improve that experience
- Representing victims and witnesses at bi-monthly Justice Group meetings and raising instances of non-compliance with the Code of Practice for Victims of Crime
- Attending twice yearly Victims' Forums as well as relevant local and regional conferences
- Linking with the Surrey Police Victims Board
- Keeping up-to-date with relevant research and publications
- Challenging criminal justice agencies to further reform practices for victims and witnesses.
- Attending Youth Restorative Intervention Quality Assurance meetings

- Contributing to the Restorative Justice strategy for Surrey as it develops and advising the PCC on its potential/actual impact on victims
- Exploring with the judiciary their potential contribution to taking forward the PCC's promise of a quality service for victims

It is the Commissioner's view that Mrs Anderson fully meets the criteria, as summarised below.

- Mrs Anderson is currently the Victims Champion for Surrey's Criminal Justice Partnership. This appointment was made following a comprehensive recruitment and selection process led by a range of Criminal Justice partners
- As Victims Champion, Mrs Anderson has proven knowledge and experience which can now be used to help ensure that victims and witnesses are at the heart of Surrey's Criminal Justice System – a key priority for the Commissioner.
- Mrs Anderson has demonstrated a genuine interest in and ability to understand the needs and feelings of victims and witnesses, as well as excellent knowledge of the criminal justice system in Surrey and of how its decisions and processes impact on victims
- In her professional career as a senior Civil Servant, Mrs Anderson has worked at the Home Office, Ministry of Justice and other Whitehall Departments working on a variety of police and justice related matters such as police constitutional issues, funding, national offender management and organisation change
- Mrs Anderson was an independent member of the former Surrey Police Authority and as such, brings knowledge and experience of the policing and criminal justice environment in Surrey

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