

SURREY POLICE AND CRIME PANEL – 24 NOVEMBER 2021

PROCEDURAL MATTERS – PUBLIC QUESTIONS AND RESPONSES

1. Supplementary question submitted by Zöe Franklin

A supplementary question was asked by the Committee Manager (SCC) on behalf of Zöe Franklin who was unable to attend and the response can be found below.

- *Supplementary question asked on behalf of Zöe Franklin:*

While I thank the Police and Crime Commissioner for her response and the detail she has provided on local service uplifts in 2020/21 I am disappointed that she has not pressed the Government further on the delay to the information campaign. While I agree that it is important that any campaign gets the tone and content right, there are many excellent organisations that I'm sure would be willing to work with the Government to deliver the campaign given the clear urgency of it.

In terms of a supplementary question, I note that the PCC has not indicated whether the new trauma informed training will be inclusive of the trans community – despite my specific reference in the question. I would be grateful if she could outline how inclusivity of trans people, and other members of the LGBTQI+ community, is being ensured and who are the external experts providing the training?

Response:

The PCC noted that she had been liaising with the Home Secretary, the Minister for Crime and Policing and the Association of Police and Crime Commissioners' (APCC) National lead for Victims and Serious Organised Crime; there was an enormous amount of work going on to address Violence Against Women and Girls (VAWG).

The Head of Policy and Commissioning (OPCC) explained that:

- Surrey Police (the Force) has a rolling programme of Equality, Diversity and Inclusion (EDI) professional development and training which contributes to creating a culture where inclusivity is embedded into all aspects of its operations. This consists of a range of mandatory online training programmes accessible through College of Policing, as well as both formal and informal face to face training and learning opportunities within force with input from people in the organisation (including staff networks) and in our communities with cultural competence. The force also engages with other specialist organisations for further independent assessment and advice to inform its approach for all communities. The Inclusion team regularly publish articles on the homepage on the force Intranet to coincide with celebration events to fostering a greater understanding of the needs of all communities, for example Disability History month, Intersex Awareness Day and Black History month.

- The Force is innovative in terms of trauma-informed practice having invited Dr Kristine Hickle from the University of Sussex to train officers and staff in understanding the impact of traumatic experiences on people's daily lives alongside their capacity for growth, healing and resilience. For professionals, working with traumatised individuals and families can be very challenging, particularly in the context of organisations and wider systems that leave them feeling ill-equipped and under-resourced to meet the needs of people in their care. As a result, professionals may experience vicarious trauma. Through a framework of trauma-informed practice, Dr Hickle is developing capability within Surrey Police through explaining techniques for improving safety, stability, resilience, and well-being for the officers/staff themselves, as well as colleagues, and the individuals and communities they will encounter in their work.