

FORCE INDEPENDENT ADVISORY GROUP

3 DECEMBER 2007

Meeting Commenced: 14:30
Meeting Closed: 16:30

PRESENT:

Gordon Caselton	FIAG (Chair)
Jun Ai	Humberside Police, Diversity Unit
John Ahmad	FIAG
Mashook Ali	B Division DIAG
Danny Brown	FIAG, Disabilities and Elderly
Shau Nan Bywater	FIAG, Hull Chinese Community Centre and Hull Chinese School
John Friend	Jewish Community, FIAG
Laura Hodgson	Humberside Police Authority, minute taker
Betty Luciola	FIAG
Abdul Salique	A Division DIAG
Akua Shaw	FIAG
Deborah Shimells	Humberside Police, Inspector - Diversity Unit
Luana Smith	FIAG, Hull Chinese Community
Simon Trays	Humberside Police, Inspector - Personnel
Victoria Wise	Humberside Police Authority Consultation Officer

APOLOGIES:

Rama Banerjee	FIAG, Hull & East Riding Cultural Association
Val Brady	FIAG
Caroline Spence	A Division Community Cohesion Officer
Pramila Parekh	Hull and East Riding Hindu Cultural Association, FIAG
Craig Wong	FIAG, Hull Chinese Community Centre

FoI OPEN

	ACTION
14 <u>WELCOME</u> – The Chair welcomed all to the meeting.	
15 <u>MINUTES – Resolved</u> – That the minutes of the meeting of the FIAG held on 10 September 2007 be accepted as a true and correct record.	
16 <u>HUMBERSIDE POLICE PERSONNEL UNIT – EQUALITY AND DIVERSITY SCHEMES</u> – Inspector Simon Trays provided Members with a presentation on the Force's Gender Equality Scheme and encouraged Members to provide the Force with feedback. In response to a query, Inspector Trays assured Members that ownership of the Scheme existed; sections of the Action Plan had been allocated to Action Managers. All consultation relating to the Scheme had been recorded and kept on file. In response to a comment from a Member on the commitment	

<p>of the Police Authority and the Force in relation to the Scheme, Inspector Trays advised that improvements were being made each year resulting in more women being recruited. Inspector Trays informed Members that Positive Action Schemes were helping however a number of years would be required before improvements could be seen within Chief Officer numbers. This was due to the amount of time that was required to move up the ranks; to reach Inspector rank took approximately 8 – 10 years with Superintendent rank taking officers approximately 15 – 20 years. Inspector Shimells added that the Force were retaining more female workers; improvements had clearly been made.</p> <p>In response to a Members query on divisional involvement, Inspector Trays advised the Group that the Gender Agenda Group was made up of 25 standing members covering all divisions.</p> <p>Inspector Trays assured Members, following concerns relating to the recruitment process and the alleged fast tracking of graduate candidates, that a recent inspection of the assessment process had shown that 85-90% of candidates were satisfied with the process; the process was rigorous, challenging and transparent.</p> <p>A Member queried whether figures were available on the number of ethnic women officers within the Force; Inspector Shimells advised that 26% of the minority ethnic officers were female which equated to 6 women.</p> <p>Members were requested to provide any comments or guidance on the Scheme to Victoria Wise who would ensure these were passed to Inspector Trays.</p>	All
<p>17 <u>HUMBERSIDE POLICE DIVERSITY UNIT</u> – Inspector Shimells provided Members with an update on the make up and work of the Diversity Unit. Members were provided with a copy of the Diversity Unit’s quarterly magazine, “Vision”.</p> <p>Inspector Shimells advised the Group that she had commenced work within the Unit at the beginning of June. Adil Khan was currently working with the HMIC (based in London) on a temporary basis.</p> <p>The Diversity Unit were currently conducting satisfaction surveys for which a student social worker had been brought in to work with the Unit to contact victims of Hate Crime to assess the service that had been provided. The information gathered was provided to the Deputy Chief Constable’s Performance meetings.</p>	

<p>Inspector Shimells updated Members in relation to True Vision, the project that provided alternative methods of reporting hate crime. She advised that the project had several hundred reporting centres, a 24 hour 0800 number and a website, all of which had contributed to an increase in the overall number of reports being made.</p> <p>Inspector Shimells advised Members regarding the recent incident in Goole informing the Group that a meeting had been called for IAG members and other community members prior to the media report being published. This ensured that all members of the community were provided with the correct message. Divisional Community Cohesion Officers were also informed to allow them to further circulate the message and reassure communities. A Terror Communications Plan is currently being devised to allow meetings to be convened faster to ensure a unified message is disseminated. Inspector Shimells stressed the need for communities to understand what is being done and why.</p> <p>Members discussed the vacant Hate Crime Coordinator position and were informed by Inspector Shimells that the role was to be incorporated with another. Members conveyed their disappointment commenting on the positive work conducted by the previous post holder. Inspector Shimells agreed with Members however explained that no power was held over the Council's Executive Committees; Members queried the possibility of the issue being taken to the Police Authority.</p> <p>On the subject of Critical Incident Trained IAG Members, Inspector Shimells advised that guarantees could not be made that Critical Incident Trained IAG Members would be contacted in the event of an incident. The Unit were in the process of compiling a Key Individual Network (KIN) to highlight the knowledge and skills of individual Members; this would allow suitable Members to be contacted should this be deemed pertinent to an inquiry.</p> <p>In response to a query from a Member, Inspector Shimells explained 'Stop and Search' and 'Stop Talk' procedures and provided examples.</p>	Wise
<p>18 <u>NATIONAL IAG CONFERENCE 13 AND 14 NOVEMBER 2007</u> – Mr Caselton and Miss Wise commented on the progress that had been made by Humberside IAG, made evident by comparisons to similar groups. Members commented however that additional membership was still required to allow the Group to represent all communities within the Force area.</p>	
<p>19 <u>SUB COMMITTEE WORK</u> – Miss Wise suggested that a Skills Audit of IAG Members be conducted to set out who the</p>	

<p>Members were, the skills possessed and the contributions that could be made. Members agreed that this work be actioned by Sub Committee 1.</p> <p>Miss Wise went on to advise that information had been received on specialist training available for IAG Members; Members agreed that this be further investigated following completion of the Skills Audit (above).</p> <p>Miss Wise then informed Members that Her Majesty's Inspectorate of Constabulary (HMIC) were to attend Humberside Police in January to conduct an inspection of how Humberside Police deal with major incidents and organised crime; the inspection criteria required a meeting with an IAG representative (scheduled for 25 January). It was agreed that as Chair of the Performance Sub Committee, Mr John Ahmad be the nominated representative. Miss Wise advised that she would accompany Mr Ahmad.</p>	<p style="text-align: right;">SC1</p> <p style="text-align: right;">Ahmad, Wise</p>
<p>20 SCHEDULE OF MEETINGS FOR 2007-2008 – Members were advised that the meeting of the Executive Core Group (ECG) scheduled for 12 November 2007 had been cancelled due to lack of attendees. It was agreed that attendance of ECG meetings be monitored with a possible review being held at the meeting of 4 February. In the meantime, the upcoming meeting dates were confirmed as agreed at the Annual General Meeting held 10 September 2007:</p> <p>Executive Core Group – Monday 4 February 2008, 2:30pm (Chair, 4x Vice Chairs, Police Authority representatives and Force representatives)</p> <p>FIAG meeting – Monday 17 March 2008, 2:30pm (All FIAG members, DIAG representatives, Police Authority representatives and Force representatives)</p> <p>Executive Core Group – Monday 12 May 2008, 2:30pm (Chair, 4x Vice Chairs, Police Authority representatives and Force representatives)</p> <p>FIAG meeting – Monday 2 June 2008, 2:30pm (All FIAG members, DIAG representatives, Police Authority representatives and Force representatives)</p> <p>Executive Core Group – Monday 4 August 2008, 2:30pm (Chair, 4x Vice Chairs, Police Authority representatives and Force representatives)</p> <p>FIAG AGM – Monday 8 September 2008, 2:30pm (All FIAG members, DIAG representatives, Police Authority representatives and Force representatives)</p> <p style="text-align: center;">(Meetings to be held at Pacific Exchange unless otherwise stated)</p> <p>Members should contact Miss Wise (details below) with any agenda items they would like to be added.</p>	
<p>21 ANY OTHER BUSINESS – Members commented on call handling and response issues and it was agreed that (i) the Humberside Police Strategy on Racist Incidents be brought to the next IAG meeting and (ii) a Presentation on Call Handling</p>	<p style="text-align: right;">Wise</p>

<p>be brought to a future IAG meeting.</p> <p>Following a query from a Member, Miss Wise agreed to investigate the inclusion of youth representation from schools and colleges.</p> <p>Members were advised that Mr Jun Ai and Mrs Luana Smith were working to compile a training package and encouraged Members to advise them of any specific cases that could be incorporated within this.</p>	<p>Wise</p>
---	-------------

Contact details:

<p>John Mabbett Consultation and Partnership Manager 01482 307235 john.mabbett@humberside.pnn.police.uk</p>	<p>Victoria Wise Consultation and Partnership Officer 01482 307234 victoria.wise@humberside.pnn.police.uk</p>
<p>Laura Hodgson Member Support Officer 01482 317001 laura.hodgson@humberside.pnn.police.uk</p>	<p>www.humberside-pa.karoo.co.uk</p>