

Dear FIAG colleagues,

Over the past few FIAG meetings, it has become clear that the FIAG needs to change. At the last extraordinary meeting where we discussed the possible transfer of FIAG administrative support to the Police Authority, we also agreed that some significant changes were needed in the FIAG itself.

As a result of that meeting Sandra Ryan sent out a list of questions for all FIAG members to answer, so that we could further clarify how we as members see the purpose, role and future of the FIAG.

At the same time, a number of us have talked about the need for the structure of the FIAG to change so that we could become a more successful and proactive group.

In the last few weeks, I have met up with Gordon and Sandra and talked with some of you about your views on how to re-structure the FIAG. As a result of these meetings I have put together a proposal on a possible new structure for the FIAG.

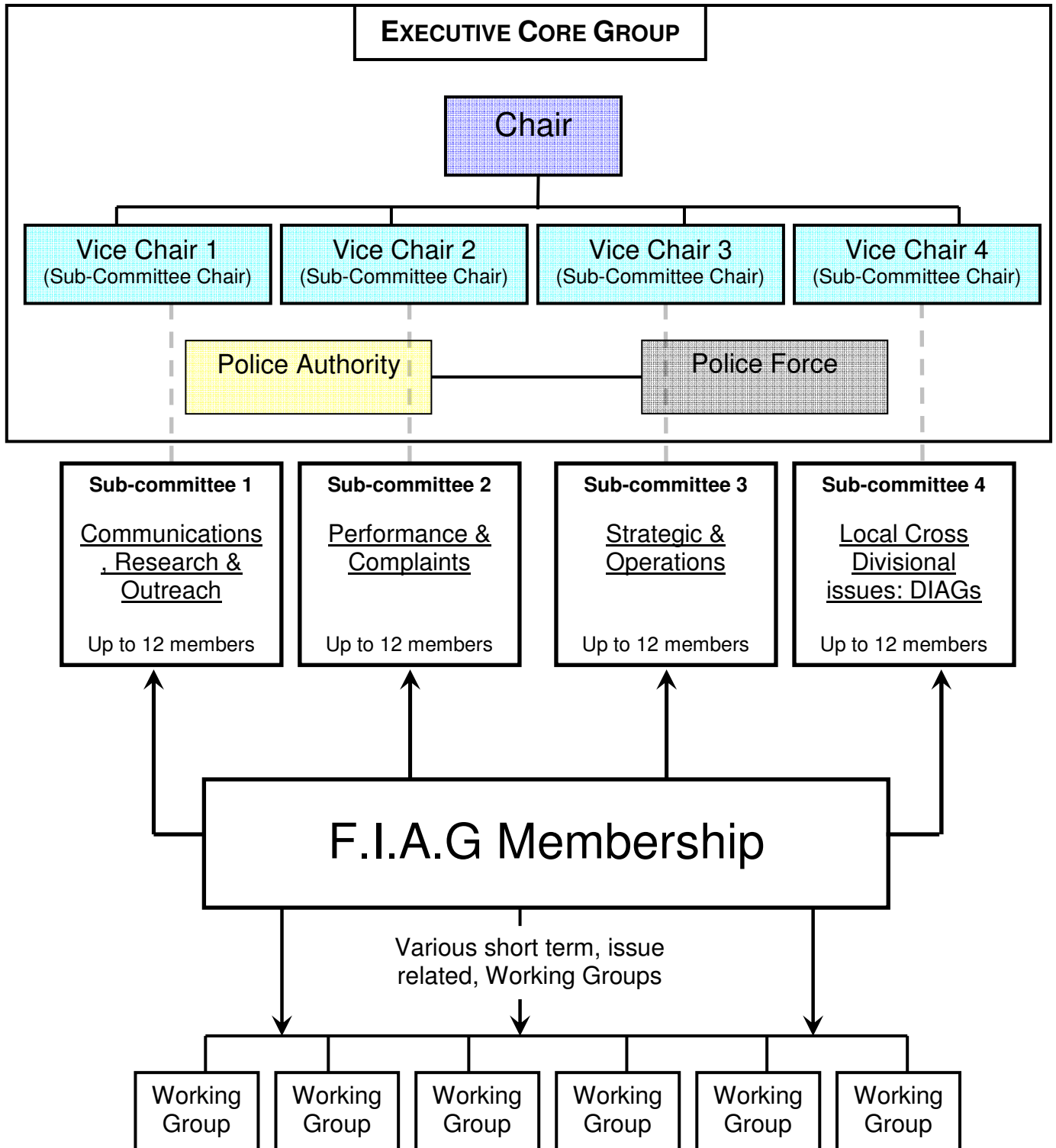
The new structure will better utilise and focus members' strengths and knowledge, so that the FIAG may reliably function proactively and successfully in its role.

The new structure is outlined below, and I will happy to answer any questions you may have at our meeting on the 15th February.

Regards,

Konstantinos Mwaura.

Force Independent Advisory Group (F.I.A.G) Organisational Structure



F.I.A.G Composition

8 Non-Voting Permanent Members

20 Voting Members

Police Force – 6 members

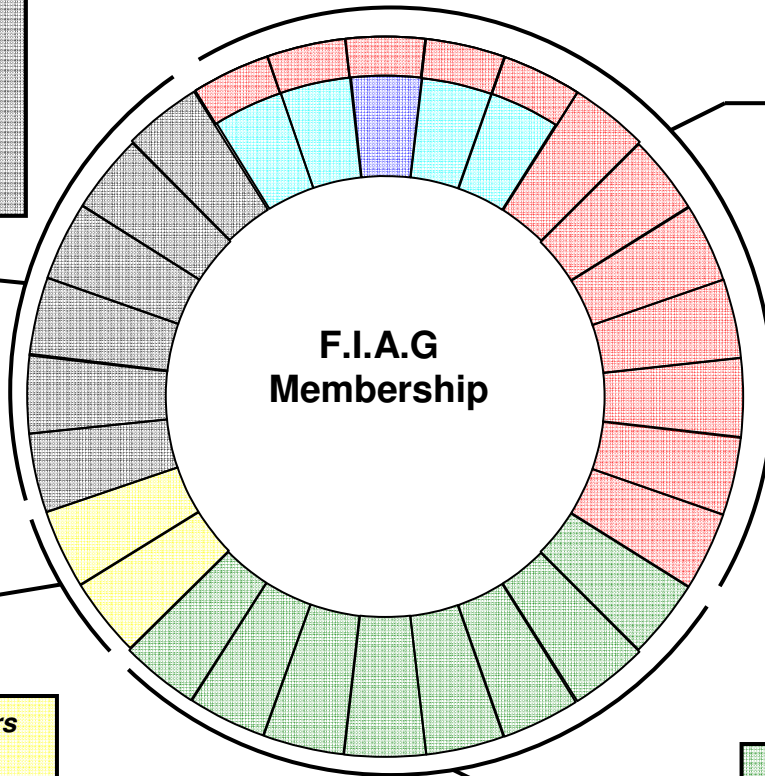
- Police Force Representative
- Police Force Community and Race Relations Office
- Representatives from each Division

Community – 12 members

- 12 Community Members with working understanding of the constituent communities of the Humberside Police Force Area.

Administrative support

- Secretary
- Finance Officer



Police Authority – 2 members

- Police Authority Representative
- Police Authority Representative

DIAG – 8 members

- The Chair of each DIAG
- One additional rotating DIAG member from each DIAG

F.I.A.G ORGANISATIONAL STRUCTURE

For the F.I.A.G to reliably function proactively and successfully in its role, it requires a strong structural foundation.

- **Executive Core Group:** The F.I.A.G needs a strong Executive Core Group (ECG), consisting of the Chair, 4 Vice-Chairs, Police Authority representative and Police Force representative, to provide directional leadership for the running of the FIAG. The ECG's duties will include such roles as setting the Agenda, Financing, Disciplinary as well as providing a united cohesive public relations/media face. The ECG meets as often as is required, but must meet at least one month prior to the full FIAG meeting to set the Agenda.
- **4 Sub-committees:** Sub-committees are permanent sub-groups of the FIAG chaired by the Vice-chairs. FIAG members may sit on more than one subcommittee where they feel their expertise may be of help. The purpose of the Sub-committees is to perform the majority of the 'day to day' work of the FIAG, meeting as necessary and reporting back to the full FIAG membership in its biannual/quarterly meetings. This allows for the streamlining of full FIAG meetings.
 - **Communications: Research & Outreach (CRO):** The CRO sub-committee perform a vital role in bridging the communications and expectation gap between the police and the community. It is their role to reach out to the community to acquire vital grassroots data about the views of the community and the implications of police force-wide policy, strategies and tactics. The CRO sub-committee also has a vital role in aiding and supporting the police in the dissemination of Force-wide policy, strategy and performance data to the community in an understandable manner so as to reduce misunderstandings and possible areas of conflict.
 - **Performance & Complaints (PC):** The PC sub-committee's role is to monitor Police performance (such as divisional and force wide race statistics) and complaints (trends in complaints) data with community implications
 - **Strategic & Operations (SO):** The SO sub-committee's role is to review Strategic and Operations related issues which may have community implications. The SO sub-committee may then make recommendations which will then be reported back to the full FIAG membership in its biannual/quarterly meetings.
 - **Local Cross Divisional issues - DIAGs (LCD):** The FIAG deals with Force-wide issues, and that is its primary role. Force wide issues operate at a different level from divisional issues and a clear separation needs to be kept between them. Divisional issues have their forum in the DIAGS, however there may be a number of issues which can be shown to have cross divisional ramifications and affects. The LCD sub-committee's role is to meet bi-monthly and review issues that arise from DIAG meetings. Issues which they believe may have Force wide implications may then be reported back to the full FIAG membership in its biannual/quarterly meetings. The LCD sub-committee also provides a bi-directional communications channel between the FIAG and the DIAGs.

- **Working Groups:** Working Groups (consisting of any number of members) may be set up from the F.I.A.G membership in response to specific short-term issues, they may be required to meeting on a much more frequent basis and provide advice on specific PD, Critical Incidents, or other issues where advice is requested by the police. They will then provide feedback to the full FIAG membership in its quarterly meetings.

I believe that if we were to be structured along these lines, it would result in a proactive and reliable FIAG which best utilises the abilities and resources of its Members, and provides the police and the community with an indispensable resource.

Konstantinos Mwaura