

# CESHIRE INDEPENDENT ADVISORY GROUP

## ANNUAL REPORT 2007 -2008



Cheshire Police Authority



## Foreword by the former Chief Constable



Independent Advisory Groups came as a result of a number of investigations and critical incidents where the police service let down families and the community they serve.

The formation of the groups came from the complaint that minority

communities felt over policed and under protected.

They play a vital role acting as “critical friends”, recognising the special needs of people who are often targeted and marginalised because they are different. Members of the Advisory Group are only representative of themselves and their own experience but they bring a unique view and the ability to articulate how police actions and policies will be viewed by those from a range of different backgrounds. The police service has many wonderful traditions, but has to accept that it can only get better if it is open to constructive challenge and criticism.

Our own Cheshire IAG has made a valuable contribution to a number of complex incidents and has examined a number of aspects of force policy which particularly impact on minorities. In difficult situations they will hopefully feel able to reassure the community of our commitment to promoting equality and community cohesion and acting fairly in all circumstances. We live in an ever changing society feeling the impact of migration and the threat from international terrorism as well as the day to day impact of crime and anti-social behaviour.

The IAG has helped us to provide a better service and to meet the challenge of policing professionally and fairly. I would like to thank all its members for the quality of advice they provide.

**Peter Fahy**  
Former Chief Constable of Cheshire

## Foreword by the Police Authority



It is now almost five years since the establishment of the Cheshire Independent Advisory Group. It has been a period during which the IAG has delivered its primary purpose of advising and assisting the Constabulary and Police Authority to ensure the delivery of fair and equitable

policing services to diverse and minority groups.

This, the IAG’s first annual report, provides an opportunity to describe the excellent contribution that their work has made towards ensuring that fairness and equality has become embedded across the policing area.

The Police Authority has been extremely appreciative of the support the IAG has given in a number of areas, including their advice on the authority’s statutory duties and policy with regard to equality legislation such as the Race, Disability and Gender Equality Schemes.

The IAG’s assistance in providing advice about the likely impact of policing policies on diverse communities and its involvement with difficult and critical incidents has proved invaluable to the Constabulary in helping to address the specific cultural needs of the affected community.

The Authority would particularly commend the role that the Cheshire IAG has played on the national stage, with national recognition being one of the best endorsements for its work. The Chair of the Cheshire Group played a major role in the working group that developed the national guidance on the role and function of IAGs. This work was recognised by the ACPO lead for IAGs, who stated that Cheshire should be used as a national template for how the groups should operate. This reinforces the high standard of service that the Authority and Constabulary have received from the Cheshire IAG.

**Moira Chapman**  
Lead Member for Diversity  
Cheshire Police Authority



## **Foreword by the Head of Diversity Advisory Unit**

In its broadest sense, an IAG consists of people who are drawn from the local community with the aim of providing independent advice to the police.

An IAG works best when it is made up of a diverse group of people who are entirely independent of the police service and who are representative of the many differing communities which make up the force area as a whole.

Cheshire's IAG is recognised as an outstanding example of this type of group. Our IAG members represent an ever increasing range of different communities who monitor, observe and advise on aspects of policing and the service we offer, all with the aim of ensuring a fair and equitable delivery of policing services to all communities within Cheshire.

I myself have used the services of many of the group whilst an operational officer and I have been thankful on many occasions for their advice and guidance. Members of the group commit a large amount of their own time voluntarily to their IAG work, a fact for which I am again very grateful.

I would also like to thank Alison Taylor from the Diversity Advisory Unit for the sterling service she provides in administering the group as they go about their work.

As the new Head of the Diversity Advisory Unit, I look forward to working even more closely with the IAG in the future and helping them to help us in our job to build trust and confidence amongst all the people of Cheshire.

**Inspector Mark Watson**

## Cheshire Independent Advisory Group 2007 - 2008

### Membership

**Chair:** Angie Marriott

**Vice Chairs:** Amarjit Grewal, KK Yau

**Members:** Halina Kelly, Kamaljit Uppal, Mary Lee, Robert Lee, Marina Smith, Shamsuddin Ahmed, Dorothy Evans, Bishop William Pwaisiho, Krzysztof Pazowski

**Resignations:** Wayne Ashbrook, Terry Vernon

Cheshire Independent Advisory Group was formed in 2004 and currently comprises members from the following minority communities:

Black Afro–Caribbean, Sikh, Muslim, Polish, Chinese, Russian, Disabled and Gypsy and Traveller.

During the period 2007-2008, resignations were received from our LGBT (Lesbian, Gay, Bisexual and Transgender) and disabled members, however, both have remained as IAG and Force contacts and we thank them for their contribution over the last few years.

Interviews for new IAG members took place in July and, subject to vetting, our new recruits should be commencing their role with us in just a few weeks.

The IAG aims to ensure that the membership reflects the diverse makeup of the community.

## Chairs Group Address



KK Yau, Angie Marriott, Amarjit Grewal

The IAG is committed to working with Cheshire Constabulary in order to provide an independent voice in representing the interests of minority communities. The IAG embraces the opportunity to provide an independent view on local community issues and welcomes the chance to be influential in shaping police service provision.

“It is the IAGs aim to prevent events developing into critical incidents and to minimise the adverse effects of those incidents that have already developed.

“By being independent we are able to see things from a different perspective and can anticipate how police responses to problems may be interpreted by diverse communities. Through working together effectively we can increase levels of trust amongst minority communities and encourage them to actively engage with their local officers.”

The IAG is made up of volunteers who act as “critical friends”. The IAG had a very successful year in 2007 whilst undertaking work with Cheshire Constabulary. The IAG aims to ensure that the membership reflects the diverse make up of the community. All IAG members have been trained on how to deal with critical incidents.

The IAG had a very successful year in 2007 whilst undertaking work with Cheshire Constabulary and wishes to build on this relationship in the future. If you would like to know more about the IAG or feel we could be of benefit to your role within the organisation, please let us know. We can be contacted through the Diversity Advisory Unit.

Kind Regards  
Angie, Amarjit and KK

## Meet the Group



**Angie Marriott** is the current Chair and has been a member of the group since 2005. Angie is from the African community and lives in Western Area.



**Marina Smith** lives in Northern Area and has also been a member of the group since 2004. Marina is Russian.



**Amarjit Grewal** is one of the two Vice Chairs and has been a member since the group began in 2004. Amarjit is a Punjabi Indian Sikh by birth and British Sikh by nationality. Amarjit is from Northern Area.



**Dorothy Evans** joined the group in 2005 and lives in Western Area. Dorothy is from the Black Afro-Caribbean community.



**Kwok Keung Yau**, known as KK, is the other Vice Chair. KK is Chinese and from Eastern Area and has been a member of the group since it began in 2004.



**Shamsuddin Ahmed** is a Muslim, living in Western Area. He has been a member of the group since 2004.



**Halina Kelly** is Polish and from Northern Area. Halina was one of the initial members of the group. Halina has advised the Force on problems associated with the Polish culture and was involved in the organisation and presenting at the Polish Day. Halina has also been involved in providing an independent view to Professional Standards on a particular case.



**Krzysztof Pazowski** is Polish and lives in Eastern Area. He has been a member of the group since 2006.

**Mary Lee** lives in Northern Area and is a Gypsy. Mary has been a member of the IAG since 2004. Mary has delivered training to over 200 Police Officers in Northern Area on Gypsy and Traveller issues and has consistently worked over the years to improve relations between the Gypsy Traveller community and the settled community. Mary represented the Gypsy Traveller community at the Holocaust event in Liverpool in December 2007.

**Robert Lee** is a Gypsy living in Eastern area. He has been a member since 2005.



**Bishop William Pwaisiho** is from the Solomon Islands and lives in Eastern Area. He has been a member of the group since 2004.

**Kamaljit Uppal** is Sikh and lives in Western Area. She has been a member of the group since 2004.

## **So what have the IAG been involved in during 2007 -2008?**

### **Business Areas of Force Champions**

These are the areas that the IAG worked on with the force and attended regular meetings throughout 2007/ 2008. Members attend the Force Champion meetings at the request of the Force to provide advice on how their relevant business areas may impact on minority communities.

#### **Race/ Faith/ Hate Crime**

Force Champion: ACC David Baines  
IAG Members: Amarjit Grewal, Halina Kelly, Angie Marriott

#### **Training**

Force Champion: Dr Neil Brown  
IAG Members: Dorothy Evans, Angie Marriott, Amarjit Grewal, Marina Smith

#### **Gender**

Force Champion: CC Peter Fahy  
IAG Member: Halina Kelly

#### **Age**

Force Champion: Ch. Supt. Ian Hopkins  
IAG Member: Dorothy Evans

#### **Mental Health / Disability**

Force Champion: ACC Garry Shewan  
IAG Members: Terry Vernon / Dorothy Evans

#### **Sexual Orientation**

Force Champion: Ch. Supt. Tim Jackson  
IAG Members: Wayne Ashbrook, Terry Vernon

#### **Recruitment and Retention**

Force Champion: Christine Barton  
IAG Members: Amarjit Grewal/ Kamaljit Uppal

#### **Gypsy and Travellers**

Force Champion: Inspector Mark Watson  
IAG Members: Mary Lee, Robert Lee

#### **Asylum Seekers and Migrant Workers**

Force Champion: Ch. Supt. Phil Thompson  
IAG Members: Halina Kelly, Krzysztof Pazowski, Marina Smith

## **Performance Management and Monitoring**

Force Champion: Karen Watkins  
IAG Member: Kwok Keung Yau  
Amarjit Grewal

## **Staff Networks**

Force Champion: CC Peter Fahy  
IAG Members: Angie Marriott, Dorothy Evans

## **Race Equality Scheme**

The following IAG members conducted a review of Cheshire Constabulary's Race Equality Scheme:  
Kamaljit Uppal, Halina Kelly, Dorothy Evans, Angie Marriott, Amarjit Grewal, Krzysztof Pazowski.

The IAG were involved in the following areas of work:

Gold Groups  
Silver Groups  
Bronze groups

The IAG began the year with an Awayday in order to draw up a working Action Plan for the forthcoming year based on the requirements of the force and the Police Authority. The Awayday has now become an annual event and this year the IAG were joined by Chief Constable Peter Fahy.

The National IAG Conference for 2007 was held in Blackpool last October and three delegates attended from Cheshire IAG.

The Chair and Vice Chairs are involved in the National IAG working Party and contributed to the National IAG guidelines.

The IAG collated its own policy on Respect and Dignity and together with the Diversity Advisory Unit is in the process of completing their own Code of Conduct and Handbook for members.

The IAG has two members working on the Restorative Justice Program.

Members have been involved in training of new recruits/officers to the force, Female

Genital Mutilation, cultural awareness, Lesbian, Gay, Bisexual and Transgender.

They have been involved in providing talks on the role of the IAG to DCIs from Cheshire, Merseyside and North Wales.

Members attended the Constabulary's conference organized by the diversity unit on Honour Based Violence.

### **Visit to Middlewich Custody Suite**

The IAG was invited to visit Middlewich Custody Suite in 2007 and there were some observations made by the group and fed back to the Unit. The visit overall was excellent and very informative. It gave an insight into what happens once an individual is arrested and charged. The IAG would like to thank Inspector Rob Dickinson and his staff. Some positive recommendations were made following the visit.

### **Community Impact Assessments**

The IAG has been involved in several community impact assessments since the group started.

### **Stop and Search Information**

A member of the IAG sits on the Diversity Monitoring Review group which examines force statistical data, including stop and search, for any disproportionality.

### **The Recruitment process within the force**

The IAG has been asked to contribute as an observer working along side the force where they provide interview techniques and guidance to applicants.

### **Training**

The IAG has been involved in diversity training role-plays and regularly attends meetings with the training department in particular focusing on equality and diversity issue.

### **Dovey training**

Two IAG members attended the Dovey training program as observers. This provided an excellent opportunity to view the diversity aspect in delivering police training. Thank you to the training department for providing this superb opportunity to the IAG.

### **Diversity Performance Monitoring**

The IAG has participated in reviewing the records at the Diversity Performance Monitoring Group meetings. The meetings are very well run and supported by comprehensive statistical data and reports.

### **Gender**

The IAG took part in drawing up the forces Gender Equality Scheme.

### **Race Equality Scheme**

The IAG undertook an impact assessment on the forces Race Equality Scheme

### **Age and Religion**

As age and religion are two of the new strands of the Commission for Equality Human Rights the IAG anticipate involvement on providing advice in 2008, in particular the involvement of drawing up the relevant schemes.

### **Professional Standards**

Several IAG members were also given the opportunity to provide independent advice on several cases by Professional Standards.

### **Work Experience Focus Group**

The IAG was involved in student work experience applications from people with learning disabilities.

### **Disability**

The IAG played an active role in providing independent advice towards the drawing up of the Disability Equality Scheme.

### **Critical Incident Training**

Most IAG members have been trained on how to deal with critical incidents and are able to assist the Constabulary during major incidents.

### **Polish community**

The IAG has advised on problems associated with the Polish Community and was involved in the organisation and presenting at the Polish Day.

### **Chinese Community**

The IAG has given advice to the police force on particular sensitive issues in relating to Chinese culture when dealing Chinese victims/offenders of crimes and their families.

A seminar on Chinese culture and the Chinese community in the UK was given by the IAG to staff/officers of the Force Intelligence Bureau.

### **African community**

Advice was provided regarding specific issues relating to the African community

### **Gypsy and Traveller Community**

IAG members have been instrumental in assisting the Constabulary to forge strong links with the Gypsy and Traveller communities across Cheshire. The advice they have provided to officers and staff on numerous occasions has been invaluable and prevented potential major incidents from occurring.

### **Sikh Community**

Sikhism is one of the five major religions in the world and in the UK. It originated in the Punjab province of India in the 15th century



The IAG provides cultural awareness training to the new recruits and the existing officers through arranging community visits to the Sikh Temple.

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On 20th April, Peter Fahy joined with the Sikh community of Warrington to celebrate the festival of Vaisakhi at Guru Nanak Gurdwara Dover Road Latchford. On this day in 1699, Guru Gobind Singh, the tenth Guru of the Sikhs, turned them into Khalsa Sikhs

(The Saint Soldiers). He did this to enable them to stand up against the religious fundamentalism, intolerance, tyranny and brutal oppression practised by the Mughal rulers of the then Indian Subcontinent and uphold the Sikh Religion's values of equality, freedom of thought and worship for all faiths and above all a peaceful coexistence for all communities.

Mr Fahy said that these core values of Sikh religion are the ones we should all strive to uphold in modern Britain and that the Warrington Sikh community is a hard working and peace loving community. He praised its members efforts to integrate and contribute to the wider community of Warrington. Sikh community leaders also thanked the Drugs Action Team for supporting their initiatives for young people.

**Detective Superintendent Richard Strachan,  
Head of FMIT**



The Force Major Investigation team is responsible for the investigation of all homicide offences in Cheshire.

Fortunately there are only small numbers of such offences in Cheshire but their impact on our communities cannot be underestimated.

In the past year we have experienced huge community reaction, both locally and nationally, to the murder of Gary Newlove in Warrington and also to the inquest in January this year into the death of Shafiea Ahmed, 14yrs, in 2004. Both incidents raised many questions surrounding the police response and service standards to our communities.

In leading these investigations FMIT is committed to working closely with our Neighbourhood Policing teams, passing on information gathered from the murder investigation process and monitoring issues that may impact upon the investigation and on communities.

FMIT now routinely consults with the IAG in every homicide investigation on community issues where the investigation may benefit from independent advice. FMIT staff have delivered a presentation to the whole IAG group explaining how we conduct the murder investigation process. IAG consultations have proved invaluable for FMIT Senior Investigators in informing community impact assessments and in planning and managing media and reassurance strategies in the immediate aftermath of offences and surrounding key events such as court appearances.

Cheshire has a very strong reputation for excellent standards in homicide investigation. I am confident that using the IAG as a “critical friend” in planning our response to murder investigations will improve our service to communities and through the IAG networks, provide reassurance that we are committed to listening to the voice of all groups and will take account of community needs.

**Detective Chief Inspector Simon Price  
FMIT**



I utilised the services of the IAG during Operation Obsidian, an FMIT investigation into the alleged murder of Naomi Hill (4yrs) by her mother Joanne Hill.

Naomi Hill suffered from mild cerebral palsey and this is something which the media have latched onto. At the start of the investigation it was difficult to say what part, if any, the cerebral palsey may have played in bringing about the situation whereby her mother is alleged to have killed Naomi. However, I liaised with Angie Marriott at a very early stage of Operation Obsidian and she came to Blacon to meet the team, visiting the incident room and receiving a briefing from myself about the investigation itself.

I found Angie's input to be most helpful in that she came from a completely different angle in terms of the media and the strategies we could adopt to deal with any issues of disability when the case came to trial.

The benefit of the IAG from my perspective is that if we can involve them in our investigations and seek their advice around any given situation, we can hopefully avoid embarrassing ourselves in front of families, at court or in the media by saying/doing inappropriate things or adopting inappropriate strategies.

I would like to think that all our murder investigations are run professionally but having said this, I see the IAG as playing a key role in the drive to continuously professionalise our approach to the investigation of homicide, which of course is one of the most serious and critical incidents that the force encounters.

To summarise, I was most grateful for Angie's assistance.

The IAG gave a presentation to FMIT in May 2008 entitled, Death in Minority Communities, which I think fell in very well with what I mention above about continuous professional development.

**Inspector Jez Taylor,  
Performance Development**



The Constabulary took the decision last year to introduce Restorative Justice. Restorative Justice, or RJ, works to resolve conflict and repair harm. It

encourages those who have caused harm to acknowledge what they have done and gives them the opportunity to make reparation. It offers those who have suffered harm to have their harm or loss acknowledged and amends made. The process was introduced into neighbourhoods across the county as demonstration sites to see the impact that the RJ process could have.

In order to oversee this new project an advisory group was set up to influence and direct the RJ work as it progressed. It was recognised at the outset that this new process was going to have a direct and significant impact on both victims and offenders.

I felt that project would clearly benefit from the involvement of the IAG and I delivered a presentation to them about what RJ was and what we were looking to achieve within the Force. This presentation provided me with an opportunity to explain the process, how it was going to work in Cheshire and to see if there were any members of the group who felt they would be able to contribute to the project.

Dorothy and Angie both volunteered to become members of the Steering Group and have remained actively involved to this day. Their contribution has been very beneficial to the process and has provided a good independent view and perspective as the structure and implementation of the project has been developed.

Their involvement has clearly benefited the project and I am grateful to both of them and the group for their assistance.

**Detective Inspector Andy Smith  
FMIT**



At 11.30pm on Wednesday 17<sup>th</sup> October 2007 an incident occurred outside of the Bank Quay social club, Sankey Street,

Warrington where students from Priestly College had been holding a Freshers party. Two groups of youths began chanting football songs at each other, which deteriorated into racial abuse.

A fight ensued between the two groups and as a result two black men, Adam Webb and Sibongiseni Majola, received minor injuries.

The two men, incensed by what had occurred, went home and armed themselves with a spade and a screwdriver and returned to the club looking for revenge. They did not find the group responsible, so made their way into the town centre where they encountered another group of people from the club.

A confrontation developed that resulted in a fight between Majola and Stuart Lowe. Majola made several attempts at stabbing Lowe with the screwdriver before finally plunging it into his skull. Lowe was seriously injured and taken to hospital. Webb was arrested at the scene and Majola was arrested at his home address a short time later.

Unfortunately Stuart LOWE died of his injuries one week later. Majola was charged with murder and Webb with Affray.

The case was taken on by the Force Major Investigation Team (FMIT) and I was appointed as the Senior Investigating Officer (SIO). Local media interest was high, with the incident making the front page of the Warrington Guardian newspaper.

The IAG were contacted for advice as there were several sensitive issues involved: the main suspect, Majola, was a South African citizen, studying in the UK; both suspects had suffered racial abuse at the start of the incident and there were concerns that tensions within the community may be raised.

I delivered a case briefing to the IAG Chair, the feedback and advice received was of significant value and helped to address a number of key issues including:

- All instances of racial abuse that occurred during the incident were investigated diligently and transparently, despite them appearing to be minor in comparison to the murder.
- Reaction of the African community in terms of supporting Majola with alibis and possible defences was gauged correctly.
- There was improved information and intelligence sharing between the investigation and the Neighbourhood Policing Unit
- The formation of a “Gold Group” and the compilation of a comprehensive Community Impact Assessment to identify and manage community tensions through informed development of media and reassurance strategies.
- Warning was given that political organisations such as the BNP, may use the incident in order to pursue their own political motives.

On Tuesday 5th February 2008, Sibongiseni Majola pleaded guilty to the murder of Stuart Lowe. He received the mandatory Life sentence, with a recommendation that he serve a minimum of 12 years before he may apply for parole. Adam Webb had previously been sentenced to 18 months imprisonment for affray.

The advice provided by the IAG was instrumental in ensuring that the investigation was impartial and transparent. Involving the IAG ensured that I was better informed when making policy and progressing key decisions, also in working closely with NPU colleagues to more effectively manage community impact. In this case all instances of racial abuse were thoroughly investigated, community tensions remained low and despite the explosive potential the incident did not attract negative media coverage.

I would like to thank the IAG for their support and recommend that their services be utilised on all future major investigations.

## **Inspector Simon Blackwell Halton Community Safety Partnership The Key to Success**



During 2007 whilst conveying and preparing for the HMIC inspection of senior officers and organised crime within Cheshire Constabulary, I was introduced to the Chair of the Independent Advisory Group.

It was my first encounter with the IAG and I became aware of its value, potential and its importance to enhancing the relationship between the community and the police.

Whilst working closely with an IAG member, we embarked on raising awareness and increased involvement with the IAG and the force. Some notable success included a media article of the IAG explaining their role in the local internal force magazine, Catalyst. I invited the Chair of the IAG to do a presentation about the IAG at a conference of Cheshire North West Forces Senior Investigating Officers, in order to raise their profile and to raise awareness amongst senior officers of other forces.

This led to a significant increase in the use of IAG members being involved in Gold and Silver Groups enabling IAG members to participate and provide advice to the Force.

This has been useful to Cheshire Constabulary's IAG in that it has ensured the early use of IAG member participating in key incidents by Force Incident Managers. Force Incident Managers are now using the IAG more effectively.

### **Sgt. Tom Jones Diversity Advisory Unit**

When I was recently Acting Sgt in the Northern Area Diversity Unit, I had a number of incidents over a six month period for which I had cause to contact the IAG. I could not have dealt with these issues without the expert advice and guidance of the IAG. It was extremely useful to get advice from the IAG on community matters and how to manage community impact. We were able to gauge that our responses were appropriate and if necessary make changes to our responses.