

CESHIRE INDEPENDENT ADVISORY GROUP

ANNUAL REPORT 2010



Kwok Keung Yau / Angie Marriott / Amarjit Grewal

Advising Cheshire Constabulary & Police Authority since 2004

Foreword by Chief Constable David Whatton



Cheshire Constabulary is not just a public body, but 4,000 men and women who work hard to serve our public. To do this well we need to have an honest and open relationship with critical friends who want to help us deliver the best service we can for everyone in all of our communities, but who also have the confidence to challenge us and point out possible consequences of what we are doing or even tell us when we have got things wrong.

The Chair of the IAG Angie Marriott and all the members who work with us enable us to continue to improve the overall service and respond as well as we can to individual incidents and I am very grateful for all their contributions.

Foreword by Assistant Chief Constable Phil Thompson

I have been the Force lead for diversity since commencing my position of Assistant Chief Constable in June 2009

From my experience, advisors can, and do, see things from a different perspective and they are often able to anticipate how police responses to policing problems may be interpreted by communities. This is an invaluable aid to community engagement and consultation, often with usually excluded groups.

IAGs are a visible demonstration, if effectively used, of a police force's willingness to consult and listen to diverse views and opinions. Cheshire's IAG involve themselves with difficult and challenging incidents and prove to be key partnership to the Constabulary. They perform the function extremely well and continue to have my full support.



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Foreword by Moira Chapman, Lead Member for Diversity, Cheshire Police Authority

It is hard to believe that yet another year has passed and once again I have the privilege of writing a few words on the work of the Cheshire Independent Advisory Group. The IAG have continued to support the Police Authority and Constabulary through the provision of independent advice, which has been informed by their experiences within the diverse communities of Cheshire. Their expertise has ensured that policy has been developed with an understanding of the specific needs of minority communities, and that specialist advice has been available when the Police are involved with an operational activity that has particular implications for such communities.

As in previous years the report identifies all those areas where they have made a contribution, and demonstrates the range and impact of their work, and it speaks for itself with regard to the range and quality of the advice provided over the last twelve months.

The association with such a successful IAG remains a pleasure and the Police Authority thanks them for all their hard work. They have continued to deliver support with both commitment and professionalism. They bring unique expertise and insight from people from diverse groups, whose needs in policing could easily be overlooked, and as a result of their independent work has helped improve the quality of policing across Cheshire.



Foreword by Inspector Mark Watson, Head of Diversity

IAGs are made up of a cross section of community members who are there not to represent the community as such but to challenge the police on the basis of their own experiences as to whether we are meeting the needs of all local people.

The Cheshire IAG contains a diverse mix including members of local clergy and people active in the local community from Bangladeshi, Polish, Russian, Afro-Caribbean, Chinese, English Gypsy and many other backgrounds. They ask us questions about local operations, raise concerns about incidents which have caused concern among some sections of the community and they also praise officers when they feel they have dealt with situations well. Our IAG is certainly prepared to be critical when necessary but overall they think that policing in Cheshire has much improved over recent years.



The IAG have helped us considerably on that path to improvement and I both thank them for their efforts and look forward to them continuing to assist us in the future.

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IAG Chairs Group Report 2010

Involving and engaging local communities sits rightly at the very heart of policing. The concept of IAGs was first introduced following the recommendation of the Stephen Lawrence Inquiry and Cheshire's IAG formally came into being in February 2004. Since then the group has tried to help make a difference to the way the Force and Police Authority operate and to increase the levels of trust and public confidence by advising on a wide range of issues and reporting on local tensions and concerns. The formation of the Chairs Group 3 years ago has enhanced the decision making process within the IAG structure. The Chairs work cohesively as a team & provide collective responsibility, leadership and a wider mechanism for the force to engage with. The force is engaging with the IAG extremely positively and a strong partnership of a critical friendship has grown.

This year has seen the established links with the Chief Constable, Mr Whatton, and ACC Phil Thompson maintained, and the Chairs are delighted to welcome the Constabulary's new Assistant Chief Constable Janette McCormick, who arrived from Greater Manchester Police in August 2010. Janette was previously involved with GMP's IAG and is extremely enthusiastic about the importance of equality and diversity issues. The IAG welcome and look forward as always to the opportunity to work with the ACPO team.

Moira Chapman, lead Police Authority member on Equality and Diversity, plays a key role in ensuring these issues remain high on the force agenda. We would like to thank Moira for all her hard work, support and dedication not only for this, but for the guidance, assistance and support she gives to the IAG.

Members of the group have been involved in a large number of cases this year which you will read about later, some of them of a high profile nature on a national scale such as the Shafiea Ahmed Inquiry. They have attended force meetings and sought to challenge the force wherever necessary. They have also provided training to police officers. We always want to work closely with the Constabulary, to probe and challenge wherever necessary, and at the same time be a vision and voice to the force whilst dealing with difficult encounters that could escalate if not handled sensitively.

With the initial implementation of the new Equality Act 2010 on the 1st October 2010, the IAG hope to work closely in advising and supporting the constabulary in implementing the new public sector equality duty from 2011 onwards, which has new additional areas which were not covered previously. We see this as an additional challenge for the force in light of the cuts in public spending and losing staff from the Diversity Unit. We also embrace this as an opportunity for the force to encourage the mainstreaming of equality and diversity to become an integral part of the force.

We would like to thank Inspector Mark Watson for all his hard work, commitment and dedication in his supportive role of overseeing the IAG. At all times Mark has been a tower of strength to all members, he has actively encouraged police officers to seek what he feels is valuable advice from the IAG when the force faces difficult situations and are uncertain of reactions from disengaged communities.

Angie Marriott – Chair / Amarjit Grewal – Vice Chair / KK Yau – Vice Chair

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IAG Activities – 2009 / 2010

The IAG observe and participate on the Hydra Training course for Senior Investigating Officers

The Hydra training course was implemented following the Macpherson Report into the Stephen Lawrence Inquiry. Police were criticised in the Macpherson Report for not being adequately trained on equality and diversity issues.

The IAG were asked by DI Geoff Elvey and DCI Simon Price to come and both observe and participate in the Hydra training at St Helens Police Training Centre. The experience was an extremely positive one for both the police officers and the IAG members. Some officers present were unaware that the IAG existed and the event provided a platform for the IAG to encourage officers to consider issues in regards to equality and diversity.

We were able to observe detectives via a television monitor working on a hypothetical murder case that contained equality and diversity issues as key elements of the inquiry. We were also able to go into the rooms and liaise, probe and encourage officers to think outside of the usual parameters that they may have been considering. The course was extremely well structured, mentored, monitored and supported. The SIOs were an extremely encouraging group of detectives, eager to learn.

From an IAG perspective we would like to thank DCI Simon Price, DI Geoff Elvey and D/Sgt Fiona Knight for providing the IAG with this opportunity. We were able to participate in, scrutinise, and help evaluate what we believe to be an extremely valuable training course. We feel that the Hydra training course should be rolled out to all senior police officers within Cheshire Constabulary, as it is a crucial learning tool in equality and diversity training.

Cheshire Constabulary Minority & Ethnic Group

Angie Marriott and Amarjit Grewal assisted the constabulary in re-launching the force's Minority & Ethnic staff support group. After some changes of personnel, the group members sought advice and support from the IAG to re-launch the group which happened in July 2010 when they held their first Annual General Meeting. The group invited Moira Chapman as their guest speaker who once again has been very supportive of the group offering sound advice, and guidance. Mr Thompson, Assistant Chief Constable, met with Alberto Fernandez-Lopez (Tito) and Anisha Ali, then Chair and Vice Chair of the group. Mr Thompson was instrumental in ensuring that staff were able to attend group meetings where possible across the force. From an independent perspective it is refreshing and positive to see such positive commitment to equality and diversity within the police force.



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Blacon Mosque

Shams Uddin Ahmed has been a key member of the IAG, particularly following the events of '7/7'. He has played an active role in encouraging interaction of community engagement between the local Muslim community and the Constabulary. He has been instrumental in ensuring that Chief Officers have been provided with the opportunity to liaise with community leaders. This has contributed to reducing fear and anxiety to local communities following the increased attacks on mosques in the Blacon area post the 7/7 bombings.

Excellent local policing arrangements exist with Blacon Mosque thanks to Inspector Steve Beddows and his Chester Outer Neighbourhood team, including PC Yasser Amin and PCSO Jonathan Hurst.

The picture below is from a recent visit by the Chief Constable to the Mosque on the 8th of October 2010.



Shams Uddin has continued to advise the force on religious issues and has worked closely with the Public Protection Unit assisting them in dealing with potentially dangerous people

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Gypsy / Traveller issues

Joe and Jane-Ann Hurn have continued to advise the force on issues relating to Gypsy & Traveller communities during the year. They provide regular and vital contact with the Travelling communities, particularly in respect of unauthorised encampment and unauthorised development issues.

In August 2010, tensions amongst the Travelling Communities were reported to be extremely high on a national basis, such that the National Community Tension Team raised several actions for forces in respect of what was happening. In essence, rumours were spreading nationwide that a group of Bosnian (or other Eastern European) Travellers were attached to a group of Irish Travellers and were responsible for serious acts of theft, violence and intimidation against Gypsies and Travellers.

Considerable alarm and concern spread across the country and Cheshire was no exception. A Gold Group was established at which Joe gave crucial input and was able to get messages out to community members about what was actually happening which helped to calm community tensions.

This vital information exchange between the Police and Travelling Communities ensured that tensions quickly returned to normal with community confidence being increased as a result.

Cheshire Criminal Justice Board Race & Equality Sub Group

We were invited to give a presentation of the work of the IAG to the Cheshire Criminal Justice Board Race & Equality Sub Group at one of their regular meetings in Chester in February 2010. The Sub Group were unaware of the full extent of the work that the IAG undertook, and found the work we do to be extremely valuable. Indeed the members present felt that such a group would be of great value to the Race & Equality Sub Group. Following the meeting positive feedback was fed back by Phil Rouse, an independent facilitator of Hate Crime Scrutiny Panels for the LCJB panels a former practicing barrister who now lectures at Manchester Metropolitan University.

Training given to Detectives working with rape victims

The IAG were delighted to be asked to undertake a presentation to detectives working with rape victims from a cultural and Muslim perspective. The sessions were very interactive and enabled officers to explore the role and benefits of using the IAG. Again this provided a valuable platform for the IAG to raise awareness of their existence as a proportion of the group were previously unaware that the IAG were available to them.

Following this training, we received numerous calls from detectives requesting assistance from the IAG to assist with problems that they had encountered. We would again thank Fiona Knight who invited us. This project has led to continual engagement with the IAG to support rape victims ensuring that a cultural perspective is provided in relevant cases and the victim's needs are better understood and satisfied.

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Counter Terrorism and the CONTEST / Prevent Agenda

The UK counter-terrorism strategy, known as CONTEST, focuses on the most significant security threat to the people of the UK today – the threat from international terrorism. The aim of CONTEST is to reduce the risk to the UK and its interests overseas from international terrorism, so that people can go about their lives freely and with confidence.

CONTEST programmes are organised into four workstreams:

- Pursue – to stop terrorist attacks
- Prevent – to stop people from becoming terrorists or supporting violent extremism
- Protect – to strengthen our protection against terrorist attack
- Prepare – where an attack cannot be stopped, to mitigate its impact.

Pursue, Prevent, Protect and Prepare reinforce and complement each another to reduce the terrorist threat to the UK and our overseas interests. The strategy includes action at the international, national and local level. A revised and updated CONTEST strategy will be published in 2011.

DCI Martin Cleworth, Head of Counter Terrorism for the force, works closely with the IAG, keeping the members updated regularly on issues that emerge within the constabulary. Eva Labeda, Preventing Violent Extremism Co-ordinator, has also been keen to actively engage the IAG and use them wherever appropriate, in particular when dealing with sensitive community issues.



We have also been regularly consulted with issues regarding marches and potential demonstrations in respect of the English Defence League (EDL), and the British National Party (BNP), particularly around the time of this year's General Election campaign.

The IAG also gave input into the use of powers under the Terrorism Act 2000, especially powers under Section 44 of the Act when they were in force in the county, along with the use of powers under Schedule 7 of the Act.

We would like to thank Martin Cleworth and Eva Labeda for including the IAG in the work undertaken and for seeking the IAG's advice. This is one of the most challenging areas of work for the police going forward in the IAG's opinion and the force should be commended for seeking a variety of views in the way that they operate in this area.

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Schedule 7 Terrorism Act 2000 Working Party

IAG members were asked to participate in the North West region Schedule 7 Terrorism Act working party which was held at the Sedgeley Park Training Centre for Greater Manchester Police.

The session was designed to look at Schedule 7 from an independent perspective and discuss the policy and how it might affect and impact on disadvantaged communities. Independent advisors were separated into working groups and asked to peruse over the policy and discuss any issues they felt people may experience. The groups then reported back to the main meeting.

Concerns were raised with regards to how people stopped under Schedule 7 may be affected along with their families and discussions focused on the perceptions of individuals who may be stopped along with practical considerations surrounding additional expenses that could be incurred if people had onward travel etc. The groups also discussed how people were supported after being stopped and the issue of some Muslim countries preventing individuals stopped from gaining entrance to the country.

A key area discussed was the lack of provision of Information for people being stopped under Schedule 7 and what it meant to them. All the ideas have been consolidated and the members of the working party have been invited to a further meeting in November to look at how we go about addressing complaints that have arisen.

With the current threat level in the United Kingdom from International Terrorism remaining at 'Severe', the review of Schedule 7 is extremely important and we look forward to meeting again to recommence the work and feedback to members of our own communities that may have been affected or indeed may be affected in the future.

'Not in My Name'

Cheshire Constabulary (under the PREVENT counter-terrorism agenda) helped to organise the highly acclaimed theatre production play 'Not in My Name' for schools and young people throughout Cheshire. The IAG members were invited to attend and observe the play and contribute feedback to assist in its use.

'Not in my Name' is written by Alice Bartlett and is a nationally acclaimed and award winning play that responsibly and productively engages young people in positive dialogues concerning terrorism and extremism. The production is supported by resources which include copies of the script



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with extensive follow up activities and a production DVD, which ensures the play usefully and sustainably equips people to continue dialogues beyond the performance itself.

The story is a cautionary tale about the aftermath of a fictional terror attack in the centre of a small northern town. The actors were primarily young people aged 14 and over. The play provides a catalyst for the audience to be able to ask questions about terrorism and extremism in a safe learning environment. The IAG members believed the strong messages contained within the script promote racial equality, mutual understanding and community cohesion. This innovative and gritty dramatic approach had a positive learning effect.

Public Services Management of the Hard to Reach

In May this year an IAG member attended a seminar put on by the Centre for Public Centre Seminars (CPPS) based on how some public services manage the 'hard to reach' within various communities in the United Kingdom.

The CPPS describe themselves as a wholly independent organisation, based at Hebden Bridge in West Yorkshire that designs, organises and delivers seminars on current developments in a broad range of UK Public Policy, generally in association with Government Departments. Their work is steered by an Advisory Council, chaired by leading figures from the two main political parties. Its members are senior people drawn from all parts of public life: government, local government, health, education and criminal justice, and from the private and third sectors.

There were a variety of speakers providing information on how they are dealing with the difficult to reach by helping to make it easier to improve the lives of those usually marginalised within their community. What made the day so interesting was the variety of speakers who spoke with such passion. This seminar brought home the fact that this affected individuals of all age groups and the fact that people within various organisations ranging from a fire service to primary school and including the NHS and the Institute of Community Cohesion are all working to better their service in this area.

Councillor Andy Burton, the Portfolio Holder for the Community of Engagement for East Riding and Yorkshire Council explained their use of community champions under their "all together better" campaign. This operates on the notion that empowerment unlocks barriers and if they can empower individuals and communities to make positive changes to their lives it will result in improving the health and wellbeing of groups of people that are traditionally very hard to reach.

They have community health champions who are trained in various aspects of health such as smoking cessation, weight loss, stress reduction and confidence building, Tai Chi and mental health first aid. They found that this training not only empowered these individuals to go out into their communities to pass on positives messages but also to develop and provide support networks for the vulnerable and reduce stigma surrounding these individuals.

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However, the Social Care Institute for Excellence that was established by the Government in 2001 to improve social care services for adults and children in the United Kingdom prefers to refer to these individuals as the “seldom heard”. Their primary concern is to ensure that the voices of the seldom heard service users are not marginalised. They advocate that an integrated way of working can enable the participation of people from the seldom-heard groups and stresses the responsibility of agencies to reach out to excluded people, ensuring that they have access to services and that their voices are heard.

They felt that the individuals should put themselves in the shoes of the person using services and asked themselves certain questions such as what can they offer and are these opportunities equally available.

Picture a primary school in a deprived area underachieving. A new head teacher, the introduction of foods grown in the local area for the school lunches, after school activities, encouraging parents involvement in school functions, and allowing the school to be used for functions that would normally be held in a village hall, these actions all helped to improve the image of the school. This led to an increased popularity of the school and made it easier for local businesses to link with the school and provide educational activities which helped to raise the school's profile.

This seminar provided information showing how multiple organisations used different approaches to achieve the same outcome when helping hard to reach individuals within the community. The experience was very interesting and informative.

Shafilea Ahmed

The IAG were called to assist with the Shafilea Ahmed case by Chief Superintendent Richard Strachan. Officers will be aware from national publicity of the recent work in this case. Shafilea Ahmed was 17 years old when she went missing from home in Warrington in September 2003. Her body was found in the River Kent, in Cumbria, in January 2004. A coroner ruled in 2008 she had been unlawfully killed. As yet no-one has been charged with her murder.

It was classed as a critical incident where a ‘Gold Group’ was established. Advice and guidance was provided by the IAG in respect of community tensions and issues. The IAG helped arranged meetings between the Muslim community and the police. The community representatives were taken to the custody suites where they were reassured that the Constabulary had ensured that cultural needs were met. This was very well received by the Muslim community, and it was instrumental in ensuring that community tensions remained low at this time. As a direct result of the IAG working in partnership with the police, positive links were forged between the police and the Muslim community. This has removed barriers and apprehensions about the investigation, which is a positive move in the right direction. The IAG continues to assist the police in this ongoing investigation.

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Domestic Abuse - Northern Area Muslim family

Detective Inspector Nigel Wenham contacted the IAG for assistance in respect of an operation whereby information had come to the Police that a Muslim woman was allegedly being held with her estranged husband's in-laws against her will, and that she was not being treated appropriately. The police organised visits to three separate addresses as they were unsure where the woman was living. The IAG was contacted and a member attended the visits to the addresses with the police, the member having worked for many years with women who were victims of domestic abuse.

The operation was eventful and encountered issues that were unexpected, however from an independent perspective, the IAG member was able to provide valuable advice, guidance and assistance to the female - who was traced, assisted and supported as required - and the police.

Gold Group - Serious Sexual offender

The IAG were consulted and worked with the police on the above Gold Group which ran for several months whereby a serious sexual offender was being released back into the community at the end of their sentence.

Interview by National Policing Improvement Agency (NPIA)

The NPIA approached the IAG to interview them regarding training provided to the police and what their views were. An IAG member was interviewed in June at Chester University and was able to provide extremely positive feedback in respect of Cheshire from an independent perspective.

Interview by HMIC in respect of the Police Authority

The Chair of the IAG was also interviewed by HMIC in February of this year. Angie was able to discuss the IAG's positive working relationship with the Authority, especially Moira Chapman, the equality and diversity lead, and how the IAG is supported by the Police Authority.

Equality, Diversity and Human Rights Strategy Board

The IAG were very privileged to be invited to have a seat on the Equality, Diversity and Human Rights Strategy Board which replaced the previous Confidence and Equality Board. This Board enables the IAG to have a voice and challenge and scrutinise equality policies throughout the force. The force faces the new challenges posed in the Equality Act which received its Royal Assent in April this year and mostly came into force on the 1st of October 2010. The Act replaces much previous legislation and a new 'Public Sector Equality Duty' is intended to be introduced in April 2011 to replace previous duties relating to Race, Disability and Gender. The proposed new duty will cover a much wider range of 'protected characteristics' than previously.

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The Constabulary and Police Authority were ahead of the game in producing 'single' Equality Schemes at the end of 2009 and the IAG would compliment both bodies on producing such comprehensive schemes.

Working in Partnership and sharing best practice

A request has been made by the Merseyside Police IAG to link up and work with the Cheshire IAG. Merseyside are keen to look at sharing best practice and networking with us on a regular basis in the near future. We look forward to undertaking joint work with Liverpool IAG.

Cheshire Constabulary Diversity Monitoring Review Group (DMRG)

The IAG is represented in the quarterly Diversity Monitoring Review Group (DMRG) that monitors the performance of the constabulary in respect of dealings with minority groups in the county and ensures that the force provides equitable service for all such groups.

KK Yau represents the IAG at the DMRG and felt that he had been given good information and high quality exception reports that enable the thorough review of any issues that arise.

Honour Based Violence (HBV) Working Group

A member of the IAG sits on the Honour Based Violence Working Group. The group is chaired by Superintendent Geraint Jones (Force Lead for Honour Based Violence).

This group is a multi-agency group that pools together valuable resources, knowledge and expertise. The importance of partnership working is never underestimated by group members. During the meeting live cases are discussed and resolutions are explored and highlighted. Each case is followed from start to finish where possible.

Cheshire Constabulary has hosted two Forced Marriage and Honour Based Violence Conferences. Feedback for these conferences has been extremely positive and highlighted the need for continuous learning. During the meetings the IAG have been very encouraged to see that the issue of HBV is high on the agenda for the Cheshire Police and are continuing to endeavour to improve the way in which this complicated problem is addressed. The IAG believe that with this type of approach, victims of 'Honour Based Violence' can be truly helped and the real risk to individuals minimised.

Lesbian, Gay, Bisexual and Transgender Issues

In December 2009 IAG members attended the National IAG conference in Manchester. Trevor Newton was certainly challenged by hearing and trying to give a response to a recording of an actual 999 call. It certainly painted a vivid picture of what real policing is all about, and how decisions need to be taken split-second. It left him with a greater appreciation of how hard it is to do the job but how easy it is to criticise without understanding the pressures that the police work under.

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In February 2010, Trevor joined the Diversity Team and LGB&T Officers at Chester University during their Diversity Festival, letting staff and students know how the police work with the LGB&T community in Chester, including the twice yearly Chester Community Action Meetings.

Trevor also attended various meetings at Force Headquarters, including the quarterly Sexual Orientation Task Force Meetings, and a Lesbian and Gay Foundation Roadshow.

In April 2010 Trevor was involved in reviewing and assisting in the resolution of a complaint about police handling of a hate incident.

In September 2010 he experienced first hand the 2-day LGB&T Liaison Officer training at Padgate, Warrington. It was really heartening to see how committed those officers were to really trying to understand the world from the LGB&T perspective.

In some ways, what the IAG are here for and what they do still isn't widely understood within the force. The challenge for next years is to make the IAG more accessible and used even more.

Review of Hate Crimes

The IAG have been involved in reviewing several Hate Crimes and have advised the Constabulary on Disability Hate Crime. Disability Hate Crime has been the subject of a national debate since the Fiona Pilkington case in Leicestershire. Fiona Pilkington killed her 18-year-old daughter Francecca and then herself by setting the car they were both in on fire in October 2007. An inquest jury returned a verdict of suicide on Fiona Pilkington and unlawful killing on Francecca. The jury said the response of the police and two local councils had also contributed to their deaths, in that the family had been subjected to local abuse over a period of years that had not been properly recognised or dealt with appropriately.

Chief Superintendent Richard Strachan, then Head of the Force Major Investigation Team and DCI Simon Price reviewed a particular Disability Hate Crime case and used the IAG's advice during the process. The Equality and Human Rights Commission are currently conducting an Inquiry into the way all public authorities deal with disability-related harassment and Inspector Mark Watson has submitted information to the Commission on behalf of the Constabulary with the IAG's input included.

Confidence

Moira Chapman gave an excellent presentation on the Confidence agenda to the IAG at one of their regular meetings. This was very well received and informative. DCI Chris Ankers also later met with the IAG and gave a further presentation. The IAG engaged in a healthy debate and provided useful feedback to Chris on how performance can be improved in this area along with advice to consider cultural issues and targeting traditionally so-called 'hard to reach' communities.

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Transforming Business Services / Transforming Policing / Middle Office Review

The IAG were kept sighted on these areas of work and how they will affect the force from an equality and diversity perspective. Temporary ACC Ian Wiggett and Chief Inspector Nick Bailey regularly consulted the IAG on proposals as they were devised.

IAG members were very keen that where new policies were introduced and there was a reduction in the number of staff, i.e. redundancy policies that they were Equality Impact Assessed. Angie Marriott has subsequently met several times with DI Andy Moss who is now fully engaged in the issue of Equality Impact Assessments. Andy has been most helpful and the IAG would like to thank Andy for his time and interest in ensuring that the force was proactive in ensuring that equality and diversity issues were paramount.

Polish Community Issues

It is well known that Cheshire has developed large Polish communities in various locations in recent years. Polish members of the IAG have advised on numerous cases involving Polish people, including rape cases, domestic violence and more routine crime related issues. Halina Kelly is now the main Polish point of contact and she has carried out work across all three Areas during the last 12 months, not just her home location of Warrington.

Russian Community Issues

Marina Smith has regularly attended the Northern Area Fairness and Equality Group, helping and assisting with Russian speaking communities including people from the Baltic States. She is regularly involved with local Neighbourhood Officers giving help and advice and has provided assistance regarding several serious incidents involving Russian speaking people. Marina also helps to provide post-incident support for victims.

The IAG would like to express our sincere appreciation to all of the following police officers and police Authority members, who have worked really hard and ensured that the IAG has been used and have contributed in raising its profile.

- Moira Chapman
- ACC Phil Thompson
- Chief Superintendent Richard Strachan
- DCI Simon Price
- DCI Nick Bailey
- Inspector Mark Watson
- DI Andy Moss
- Fiona Knight
- Nigel Wenham
- Andy Moss
- Giles Orton

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What the IAG members can offer you

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.



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.



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.



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Halina Kelly is Polish and from the Northern Area. Halina was one of the initial members of the group. Halina has advised the Force on problems associated with the Polish culture.



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



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



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



Shams Uddin Ahmed MBE is a Muslim, living in Western Area. He has been a member of the IAG since 2004.



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



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Joe and Jane-Ann Hurn joined in 2008 and are members of the Gypsy community living in the Western Area.



Joycelyn Gage joined the group in 2008 and lives in the Northern Area



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Trevor Newton joined the group in 2008. He is a member of the LGB&T community and lives in the Western Area.



Recruitment Update

The IAG are currently in the process of recruiting a new Muslim member to the group. We are also seeking to recruit a female member of the Muslim community. The group have engaged in several discussions with Moira Chapman, equality and diversity lead for the Police Authority in terms of recruitment.

Two key areas were identified by the IAG that would be beneficial to the constabulary in regards to expanding diversity of the group in addition to the above, namely a representative to more fully cover the Disability spectrum and a British Sign Language (BSL) user.

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Aims & Objectives for the IAG 2010/11

Independent involvement and advice is the process which takes place when people independent of the police service monitor, observe or advise on aspects of policing, both in terms of the functions and policies of the service and the way in which the Constabulary and Police Authority interact with the broader community.

IAGs are not independent scrutinisers, as this function is carried out via existing, established mechanisms. Specific tasks might involve a critical assessment of an operation, policy or incident, but the aim is always to identify ways to add value to policing services.

The **aim of the group** remains to work as partners with the Constabulary and Police Authority to:

- Increase trust and confidence in policing amongst all communities
- Provide constructive advice to the organisation on ways to improve the quality of service delivery to all communities

The **objectives of the Group** are:

- To critically appraise organisational policies, practices and procedures
- To make significant contributions to both strategic and tactical considerations, particularly with reference to critical incidents
- To instil just and fair relations between the police and the communities they serve, as well as between communities

The above work is ongoing throughout this and other years and will continue as operational demands require. In addition, the following areas of activity are priorities for the IAG this year.

Specific Annual Priorities

In addition to above ongoing objectives, the below will be areas for the IAG specifically to focus on during the current year:-

1. The IAG will continue to work to do all it can to support the force and Police Authority to implement their policing strategies.
2. The IAG will consult with community members in respect of potential changes to the recording of 'Stop and Account' as proposed by the Crime and Security Act 2010, with the intention of ensuring trust in policing remains high.
3. The IAG will seek to further raise awareness of their role and the services they can offer among the Constabulary during this year. Many members have now been trained to give presentations about the IAG and the operational benefits that can

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ensue from seeking advice at the relevant times. IAG members are well known to Senior Investigating Officers due to the Critical Incident involvement and making them more visible to all staff in the organisation is now a priority. This will be achieved by giving presentations at Training Days and on other appropriate occasions. This process is already underway.

4. The IAG will look to support the force in its efforts to tackle hate crime and protect vulnerable people. Local communities need to be fully engaged to help effectively tackle such crimes and incidents. The IAG will assist in enhancing existing ways of reporting crimes and incidents to the police as well as developing new ones via third party reporting centres or any other identified means.
5. The IAG will look to provide assistance to and enhance staff support networks, including (but not exclusively) the Lesbian, Gay, Bi-sexual and Transgender Network, the Christian Police Association, Disnet (Disability Support Network) and the Minority & Ethnic Group.
6. The current economic climate and likely reductions in public sector budgets are well understood. The IAG will assist in any way it can in assisting the force and the Police Authority find a financially sustainable way of delivering necessary and appropriate services that optimise value for money.
7. The IAG will offer any assistance it can to the force as the Equality Act 2010 is gradually implemented during 2010/11 in respect of any new legal requirements for the force or any concerns that are raised by local communities.

The IAG can be contacted via Diversity staff or via the Force Incident Manager on a 24-hour basis.

Further information can be found on the Police Authority website:

<http://www.cheshirepa.police.uk/equality/Independent%20Advisory%20Group>

Or by contacting

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