



NORFOLK
CONSTABULARY
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NORFOLK POLICE AUTHORITY
Ensuring an Efficient and Effective Police Service

INDEPENDENT ADVISORY GROUP ANNUAL REPORT 2009

INTRODUCTION FROM THE CHAIR

Welcome to the fifth annual report of the Norfolk Independent Advisory Group (IAG). I am pleased to report that the IAG continues to make a positive contribution to improving policing in Norfolk. I welcome the firm ongoing commitment, from both the Constabulary and the Police Authority, to strengthen the IAG's role as part of their wider agenda to deliver citizen focused policing to our communities.

The group presently has 10 members and we continue to work with the Constabulary and the Police Authority to raise the profile of the IAG and to encourage members of the public to join us if they feel they have a contribution to make to our work. We have welcomed three new members since our last annual report. Amjad Malhis, Michelle Valentine and Ray Ward bring valued experience from differing Norfolk communities and you will find their profiles later in this report.

I would like to thank all members of the Group, including Tapiwa Kundoro and Lisa Campbell who have recently left, for their support and commitment during the last 12 months and I look forward to another rewarding and successful year.

Our Annual General Meeting this year is being held on Thursday 3 December 2009 at 6.30pm in the Edwards Room at County Hall, Martineau Lane, Norwich, NR1 2DH. I look forward to welcoming you there.

George Pearce
Chair of Norfolk Independent Advisory Group

WHAT IS THE NORFOLK IAG AND WHAT DOES IT DO?

The Independent Advisory Group (IAG) is a group of local people who provide independent advice to Norfolk Constabulary and Norfolk Police Authority. The aim is to improve the quality of policing services, increase trust and provide reassurance to the communities of Norfolk.

The IAG helps the police to gain a better understanding of the needs of local communities and the impact of their work.

The Group has developed an information leaflet based on frequently asked questions about the work of the IAG and what it means to be a member. If you would like to receive a copy, or discuss anything in relation to the Group, please contact Norfolk Police Authority on 01953 424455 or email iag@norfolk.pnn.police.uk.

WORK OF THE IAG DURING 2009

Below are details of some of the work in which the IAG has been involved this year:

Community Impact Assessments

Community Impact Assessments monitor levels of tension within our communities in response to particular incidents. If used effectively, they can reassure the public, contribute to preventing public disorder and reduce crime. A Community Impact Assessment must always be completed in the case of critical incidents (that is any incident where the effectiveness of the police response is likely to have a significant impact on the confidence of the victim, their family or the community). An Assessment should also be completed for local, national and international incidents or crimes which may cause community concern and for any pre-planned policing activity or operation such as planned public order operations. At each IAG meeting, the group reviews a number of Community Impact Assessments as a means of monitoring tension in our communities and advising the Constabulary.

Stop and Search

A Stop and Search interaction is when a police officer stops and then searches an individual, their clothing, anything they are carrying or their vehicle. The IAG continues to monitor, from a community perspective, the use of stop and search by reviewing de-personalised records of real stop and search incidents.

For more information on Stop and Search, please visit Norfolk Police Authority's website - www.norfolk-pa.gov.uk/StopSearch.cfm

Review of the IAG

During the year the IAG and Police Authority reviewed the work of the IAG and how the IAG is run. We agreed there was sufficient demand for advice from the Constabulary to continue the monthly meetings. We are aware of a lack of younger people on the Group and anyone who can bring experience of mental health issues, and are particularly looking to recruit new members with these backgrounds.

Other Areas of Work

Individual members have assisted the Constabulary by providing advice in relation to a number of police incidents this year, and they have also attended the National IAG Conference in Manchester to keep abreast of developments and share experiences and good practice with their counterparts in different parts of the County.

Norfolk Multi-Agency Protocol for Tackling Hate Crime

The IAG contributed to the development and launch of the multi-agency protocol for hate crime reporting. The group was consulted on the draft document, provided input on proposed partners participating in the protocol and suggested organisations/groups which could be approached to become third party hate crime reporting centres. Members also attended the launch of the protocol at the Eco-Tech Centre in Swaffham in June 2009. The IAG continues to monitor the implementation of the protocol and will take part in the Constabulary's review of hate crime.

Norfolk Constabulary's Customer Access Strategy

Norfolk Constabulary is currently reviewing the options that the public have to contact the police. The IAG has given advice, based on members' own experiences of contacting the police, helping to identify the problems faced by members of the public when trying to get in contact, and highlighting the access needs of some of Norfolk's diverse communities. The IAG has subsequently taken part in the Constabulary's public consultation regarding the use of Public Enquiry Offices.

Other Areas of Work

Other Strategies and Policies

Other work which the IAG has been involved in includes:

The "Prevent" Counter Terrorism Strategy
Norfolk Unauthorised Encampments Protocol
Policing Sex in Public Places
Norfolk Police Authority's Single Equality Scheme
Norfolk Constabulary's Human Resources Diversity Action Plan
The Joint Community Engagement Strategy for Norfolk Police Authority and Norfolk Constabulary

Member Profiles

George Pearce - Chair

I joined the IAG in 2005, and was re-elected last year as the Chair of the Group. I have attended the IAG National Conference for the past five years and have worked closely with colleagues across the country to establish a National IAG. I was elected as Chairman of the National IAG (a one year appointment) in November 2008.

As a gay man, I do not represent the gay community but bring my own experiences to the Group, as I feel it is impossible to represent such a diverse community with such differing experiences. I am a member of UNISON and sit on the National Lesbian Gay Bisexual Transgender Committee, as well as being the local LGBT officer for the local branch of UNISON.

Caroline Henderson – Deputy Chair

In my capacity of Advisory Teacher for the Norfolk Traveller Education Service, I have been working with Gypsy/Traveller families for seventeen years. I have got to know a large number of Norfolk's Gypsy/Travellers over this time. I try to reflect the needs of those communities as well as I am able as I don't come from a Gypsy/Traveller background myself.

Over the past year, I have continued to have a great deal of communication with Norfolk Constabulary and have arranged meetings between Gypsy/Traveller families and police officers which have all had positive outcomes. I also worked with the Police Authority and Constabulary to form focus groups of young Gypsy Travellers. We had the first meeting in October 2008 and a subsequent meeting in February 2009 when the young people were shown around police headquarters including a tour of the control room and dog handling and motor cycle demonstrations. The feedback from both sessions was very positive.

Ray Ward

I was born into a Royal Air Force family and I joined the RAF as an engineering apprentice in 1959, graduating in April 1962. I later qualified as a Technical Instructor and then taught foreign and commonwealth students going through the RAF training programme and it was at this time I studied for, and achieved, a civilian teaching qualification. I retired from the Service in 1997 and took up a Civil Service teaching post, my specialisation being Health and Safety. In 1999 we decided to fully retire and move to East Anglia where we had numerous friends and happy memories. In spite of 37 years with the RAF we still enjoy seeing and experiencing the fascinating and diverse life styles of peoples around the world. Community work has involved the Public and Patient Information Forum which regrettably was axed by the government just when it was starting to show results. Both myself and my wife also do work for the elderly in and around Costessey on a voluntary basis.

Shelagh Phillips

I have been a member of the IAG since the Group was set up, and joined as I believed I could offer a lifetime of skills and interest gained through my work as a lecturer and advisor on interfaith and cultural issues. As well as being an IAG member, I sit on two committees linked to education – INSET (provision of in-service training for teachers) and SACRE (Standing Advisory Council for Religious Education in schools). I am also a trustee of the East of England Faith Agency. Recently I have been involved in providing presentations on Jewish issues and diversity to student police officers. Within my role on the IAG, I have particularly enjoyed meeting and networking with the diverse membership, as well as being invited to represent the Group on other committees.

Amjad Malhis

In March 2009, I joined the IAG in order to make a positive contribution to the improvement of policing in Norfolk. More importantly, I wanted to work with both the Police Authority and Constabulary to ensure that everyone receives fair and just treatment.

I came to the United Kingdom from Palestine in 1979. My back ground is in Civil and Structural Engineering as well as Quality Management. I have worked in the Public Sector for most of my career. In the last five years my voluntary work has encompassed working for some criminal justice agencies and my local parish council.

I am currently a member of Norwich and Norfolk Racial Equality Council and the Norfolk & Waveney NHS Mental Health Trust. As a member of the IAG, I am not representative of a particular minority ethnic group; I am merely bringing to the Group a varied experience in both the public and voluntary sectors.

Balvinder Singh Kular

Having moved from Kenya to England, or more specifically Norwich, in 1975, I have been involved with a number of organisations working to promote community integration and cohesion in Norfolk. I have served as treasurer of the Norfolk and Norwich Asian Society, and been a member of the Norwich and Norfolk Race Equality Council, as well as serving as vice-chair of its executive committee. I managed the Karibu Cultural Integration Project of the Norfolk African Community Association, of which I am now the chair, and also currently serve as secretary of the Norfolk and Norwich Sikh Society. I have also been a District Councillor since 1999 for Broadland. I joined the IAG in June 2004 and have thoroughly enjoyed working with the other members to advise Norfolk Constabulary and Police Authority, and my aim is to encourage others to get involved in bringing communities together.

Jocelyn Rimmington

I joined the IAG in September 2008, having not long retired from working as a Prison Teacher for 18 years. Having been a teacher of all age groups I am interested in a wide range of issues, extended by the experience I have gained through charity work. I have had quite a bit of involvement with the elderly and now, as I join their ranks, my attention is focused even more on the situations they face.

Being part of the IAG appealed to me as I felt it would give me the chance to learn more about community issues and situations which cause me concern, and how I could perhaps play a part in helping to address them. It is very easy to be an armchair critic, but better to know more about what is actually being done and how you can have a say. My overall impression of the IAG is one of energy and determination to reach positive outcomes.

Brian Reed

It has been another busy year. I have attended meetings of the IAG as a member of the disabled community, participated in a number of Norfolk Constabulary's training sessions providing my feedback; attended the launch of the multi-agency protocol for hate crime reporting and spoken at the Constabulary's Masterclass on consultative Forums. I continue to chair the Norfolk Police Disability Advisory Forum which works with Norfolk Constabulary and Norfolk Police Authority to advise and inform of the effect of policing decisions and actions on people with disabilities. In my capacity as chair of the Forum, I attend meetings of Norfolk Constabulary's Community Cohesion and Equality External Group, alongside the IAG representative Shelagh Phillips. I look forward to another busy year with both the IAG and the Disability Forum in 2010.

Michelle Valentine

I was born in Northamptonshire visually impaired. I went to a mainstream school where I got 4 A levels and I graduated from the UEA in 1997 with a 2:1 in European Culture and Society. Since then I have taken part in a large international project on climate change and undertaken voluntary work for various organisations in Norwich. I have worked for a Government ICT Department until 2000, when I moved to Manchester and joined the Disability Rights Commission (DRC), where I worked for 7 years as a project manager on employment and access projects. In 2007 the DRC closed so I moved back to Norwich and set up Disability Forward Ltd. I also work 2 days a week for Norfolk County Council Adult Social Services and sit on the Norfolk CPS Hate Crime Scrutiny Panel.

HOW TO BECOME A MEMBER OF NORFOLK IAG

To find out more about becoming a member, contact the Chair of IAG via the Chief Executive's office at Norfolk Police Authority. Tel. 01953 424455 or email iag@norfolk.pnn.police.uk and we will send you an application form.

Details are also available on the Police Authority's website - www.norfolk-pa.gov.uk