

Norfolk Police and Crime Panel



Date: **26 September 2017**

Time: **10.00am**

Venue: **Cranworth Room, County Hall, Norwich**

SUPPLEMENTARY AGENDA

7. Police and Crime Commissioner for Norfolk's 2016-17 Annual Report

Annex 1 – Appendix A (Performance grid for 2016/17)

Annex 1 – Appendix B (Equality update).

To follow

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APPENDIX B – EQUALITY REPORT 2016/17

In my Police and Crime Plan, I set out my equality objectives, against which I promised to provide an annual update on progress.

Over the past year, my office and I have taken significant steps in meeting the objectives, and continuing this progress is paramount. Below I have set out how details of how we have worked to achieve all six objectives.

Continuously engage with Norfolk's communities to understand their needs and make sure they are taken into account in the delivery of the policing service.

Norfolk is a predominantly rural county. Whilst this facilitates a peaceful lifestyle for residents and provides Norfolk with beautiful landscapes, it can lead to isolation which criminals exploit. As PCC, I have worked hard to engage with rural communities, to understand what their needs are and ensure that Norfolk Constabulary provides a fair service to Norfolk's rural residents.

My engagement activity is not limited to rural groups. I have also met with many different organisations and individuals who represent the different religious, ethnic, age, and disability groups in Norfolk. I have also met with organisations that support victims of domestic abuse, provide support to vulnerable people, and which represent the interests of Norfolk's businesses. They have told me about the crime issues that affect them and how I can help them, which I have used to help shape Norfolk's Police and Crime Plan and fulfil the other duties of my role.

Since taking office, I have welcomed feedback from all communities on my work and what concerns people have about crime and community safety in Norfolk. I endeavour to engage with everyone who contacts me and continue to encourage the people of Norfolk to contact me on issues important to them.

Make sure all plans and strategies reflect and, where relevant, contribute to promoting equality. Make sure that commissioned service providers and grant recipients share this commitment and reflect it in all relevant areas of their work.

The PCC office team is regularly reminded of its equalities duty, ensuring that staff always work to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. This ethos is clear within all strategies produced.

Additionally, all grant agreements into which the PCC office enters require the recipient organisation to be compliant with all anti-discrimination legislation, ensuring commitment to equality.

Finally, I, as PCC, have a scrutiny role to ensure that Norfolk Constabulary meets its equality duties too, holding the Chief Constable to account as appropriate.

Focus support on groups that are vulnerable to both victimisation and offending.

The PCC office uses its commissioning capacity to provide services to vulnerable victims and people vulnerable to further victimisation through its Victims' Services fund. Through this, practical support for victims is provided via Victim Support, domestic abuse victims are supported through Independent Domestic Violence Advocates provided by Leeway, and The Magdalene Group provide The ROSE project, which works with those who have or are at risk of experiencing child sexual exploitation. All projects help support victims practically or with the emotional impact that crime has had on them.

In addition, my office is currently developing a Hidden Victims grant round. This will provide funding to support victims from groups targeted because of a personal characteristic and support victims of crime who are 'hidden' because of lack of reporting. The fund consists of £450,000 over three years and is intended to be released in the 2017/18 financial year.

Offenders, whilst having breached the laws that govern our society, need the opportunity to reintegrate with society on their journey to rehabilitation. That is why I support Gateway to Employment (GtoE), an initiative spearheaded by my office in partnership with the Department of Work and Pensions that encourages employment of ex-offenders and helps them gain skills which will improve their employment chances. As part of this initiative, my office has employed an ex-offender to help people going through the criminal justice system to access appropriate support and understand the criminal justice process.

However, not every ex-offender is ready to get into employment and may need different types of support on their journey to reintegrating with society. The Women Offenders of Norfolk Diversion, Engagement, and Rehabilitation (WONDER) Project works with women in police custody to assess their needs and develop support plans that aim to prevent future criminal behaviour. Whilst this project is in its early stages, other projects in other parts of the UK have helped to support vulnerable female offenders in turning their lives around.

Finally, I have expanded the size of a team of mental health nurses, who support the police from the control room by helping to respond to calls regarding people with mental health conditions. This team has had many successes and, importantly, it provides accurate information and ensures an appropriate response to those in mental health crisis.

Maintain Norfolk's Independent Custody Visiting Scheme to provide reassurance that detainees are treated fairly and in accordance with their legal rights and entitlements.

Independent custody visitors are members of the local community who volunteer to visit Norfolk's Police Investigation Centres, unannounced and in pairs, to check on the treatment and welfare of people held in police custody.

During 2016/17, the 27 custody visitors undertook 204 visits with 554 detainees. You can find out more in the Independent Custody Visiting Annual Report ([Annual Report link](#)).

Monitor and scrutinise Norfolk Constabulary's compliance with its equality duties, holding the Chief Constable to account as appropriate, including; the Constabulary's approach to tackling Hate Crime, how it uses its Stop and Search powers, how satisfied different community groups are with the police service they receive, what complaints are being made against the force, and how the Constabulary promotes workforce diversity and recruits, retains, promotes and trains its officers and staff.

The public, my office and myself all play a role in scrutinising Norfolk Constabulary's compliance with the Public Sector Equality Duty through the external Police Accountability Forum, the internal Strategic Governance Board and Norfolk Constabulary's Equalities Board. All three platforms provide an opportunity for scrutiny regarding hate crime, stop and search, satisfaction, complaints and police workforce.

The current Norfolk Constabulary response to hate crime consists of ensuring staff are equipped with the skills and knowledge to respond to hate crime sensitively and effectively, which in turn will improve relations between the police and minority communities. Norfolk Constabulary's Equality and Diversity Strategy is due to be updated in the next financial year. It will aim to improve the Force's response to hate crime and my office has been consulted during its development. In addition to this, Stop Hate in Norfolk is a resource and response mechanism which is being developed between Norfolk Constabulary and Norfolk County Council. It will provide information on hate crime and make it easier to report.

Nationally, the police have been criticised for disproportionate use of stop and search legislation against minority communities, which has been viewed as discriminatory. Norfolk Constabulary receives scrutiny on its stop and search activity through two means: Norfolk Constabulary's Equalities Board and the Stop and Search Scrutiny Panel. The Norfolk Constabulary Equalities Board allows for scrutiny of stop and search statistics, whilst the Stop and Search Scrutiny Panel assesses whether, based on the evidence recorded in a stop and search record, there were sufficient grounds for a stop and search to take place. The Stop and Search Scrutiny Panel is made up of lay members who provide feedback on how a stop and search was conducted with the aim of identifying discrimination and improving police stop and search use.

My pledge to be visible, accountable and, in particular, accessible means that public concerns regarding policing can be relayed to the police via myself. I have actively engaged with many different communities within Norfolk, listening to their views and acting on them. This is complemented by my office's participation in partnerships in Norfolk, in particular the Disability Advisory Forum and Community Relations and Equality Board and Norfolk Constabulary's Equality Board. Through these mediums, my office and I are able to gauge the satisfaction of communities with their police force.

Complaints are taken seriously by the police and are responded to in a robust manner. A small proportion of complaints that Norfolk Constabulary's Professional Standards Department receives relate to discriminatory behaviour. I have a statutory responsibility to monitor how the police handle complaints and appeals, and to ensure that their procedures are appropriate and being adhered to. I receive regular reports on their progress through the Police Accountability Forum and Strategic Governance Board. In 2018, PCCs will be given more powers under the Policing and Crime Act 2017

for the handling of public complaint appeals which would previously have been handled by the Chief Constable.

For a police force to be accepted by the community, its police should be representative of that community and conscious and responsive to diversity issues. Norfolk Constabulary is responsive to this need by advertising its job opportunities to communities that are underrepresented in the police, with the hope of attracting applications from minority groups. However, underrepresentation is even more apparent in senior police roles. Norfolk Constabulary has responded to this by ensuring that the promotion process is transparent and that positions are open to all. Once an officer has been appointed they undertake diversity training. This training covers expected behaviour for police officers, different communities and their cultures and advises on where to access support if needed. This training is provided by the Diversity Team who, in addition to training, provide expert advice to police officers and support them in their role.

Be accessible, open and transparent, publishing equality information on my website and welcoming feedback at any time on my approach to meeting my equality duties.

I have made myself available to the people of Norfolk through multiple communication channels. Whether it was in person, via telephone or even Facebook Live, I have been available to answer questions and explore the opinion of the public on policing and equality matters. My office has maintained a transparent method of working, which includes updating its equality information on the Norfolk PCC website.

Over the past year, there have been changes to the members of staff who work in the office. The equality information published on the Norfolk PCC website has changed to reflect this. It now reads: Seven members of the team are male and ten are female, with one from either an ethnic minority background or having a disability (as defined in Section 6 of the Equality Act of 2010).