



**MINUTES**  
**Nottinghamshire Police Independent Advisory Group**  
**Meeting**  
held at Central **Police Station Notts**

**1830 Thursday 19<sup>th</sup> May 2016**

<b>Attendees:</b>	Safdar Azam Chair (SA) (SS)_ Chris Thompson Police Partnership Officer (CT) (MK) (DJ) (SO) Vice Chair Chief Superintendent Mike Manley (MM) (LH) (BLB) Inspector Liz Rogers Professional Standards(LR)
<b>Apologies:</b>	(AL) (YD) (AS) (RS) (GG) Chief Superintendent Mark Holland (MH)county divisional commander (DS) (MW) (MR)
<b>Agenda Item 1:</b>	<b>Welcome and introductions, Chair</b>
<b>Actions/Decisions: item 1</b>	<b>Nil</b>
<b>Agenda Item 2:</b>	Minutes and actions from the previous meeting. Chair  The chair asked DJ to give an update re the stop and account letter sent to the Chief Constable. He still has serious concerns that the real issue of trust and confidence has not been addressed by the Chief Constable. The Peel Report (HMIC) has asked for Nottinghamshire Police to improve in this respect. MK asked if the Peel Report was a national report. DJ advised that it was about Nottinghamshire Police. MM/CT gave a brief explanation that ACC Torr had tasked Supt Richard Fretwell the county lead for partnerships and neighbourhood policing to address this issue directly. A task is progressing to ensure that Neighbourhood Inspectors have relevant data in order to prepare and action a successful community engagement plan. A scrutiny process by senior managers is part of this new engagement strategy. The head of media will be involved in developing/updating the current engagement model. Community Engagement is not a new concept for Nottinghamshire Police, the HMIC via the Peel Report and force visits has emphasized the need for improvement. DJ expressed concern that the report had been with the police since February and there was still no action plan to show. SO Is the HMIC expecting a response. MM they will revisit in 12 months and will expect improved performance The IAG asks for an update on the Peel Report.
<b>Actions/Decisions Item 2:</b>	CT will ask Supt Fretwell for a response to the IAG's concerns re the Peel report.
<b>Agenda Item 3:</b>	IPCC discrimination guidelines <b>Insp Rogers Professional Standards Department (PSD)</b> A copy of the discrimination guidelines had been circulated to the IAG late 2015. Inspector Rogers gave a brief explanation of what actions would be taken. The guidelines relate to

	<p>the way that the police handle discrimination cases, it is stated that the current police processes are not serving the police particularly well.</p> <p>Nationally 66% of the BME community would make a complaint against the police compared to 75% of the white indigenous community.</p> <p>There is a perception amongst the community that internal complaints are taken more seriously than those from the public.</p> <p>Currently the Professional Standards Department do not have a community engagement process.</p> <p>SO talks of misdemeanours by junior/front line officers which may result from cultural misunderstandings.</p> <p>LR the needs of the complainant are not always clear, “need to develop and advocacy role”. A training package for new PSD investigators is to be developed. This will be in addition to national detective training courses already provided.</p> <p>SA talks of the new emerging communities, “smacking” a child may be acceptable in some cultures/countries.</p> <p>MM Community Cohesion team have been meeting with new communities to explain crime reporting and how to make a complaint. Suggest that PSD could work with Insp Kaur and Clive Foster Nottingham City Council.</p> <p>BLB has a community shop in Nottingham which police could use/post information etc.</p> <p>SO has previously offered to help during training induction courses, she is a consultant psychiatrist, she understands that the recruitment of staff has been suspended at this time, but offers to help in the future.</p> <p>SA asks that Insp Rogers’s details be shared with IAG, re future community engagement opportunities within communities.</p>
<p><b>Actions agenda item 3</b></p>	<p>Copy of mins to be sent to Insp LR and Insp Kaur to consider a mutual approach to community engagement.</p> <p>BLB to share detail of shop location for NPI via CT.</p> <p>SO’s details to be forwarded to training dept for future reference. CT to action.</p> <p>CT to circ LR’s details to the IAG, asking if they wish to offer future community engagement opportunities.</p>
<p><b>Agenda Item 4:</b></p>	<p><b>SS</b> IAG member from the Polish community asks that the IAG starts to discuss with Nottinghamshire Police the issues of 'Hidden crime' in Polish/EU communities: Stalking, Harassment and Intimidation, Domestic Violence, <b>Human Trafficking</b> (labour and sex) Trade Crime.</p> <p>SS opened the discussion by stating that the Polish community “don’t trust the police” “ineffective”. Front line officers are not approachable! People from Poland have no idea how the policing in the UK works, they are bemused that the police sometimes take 24 hours to attend a burglary. Working with the community cohesion team takes too long, the unit is underfunded.</p> <p>Regarding human trafficking, he has met people that didn’t realize that they had been trafficked?</p>

	<p>The UK police have no formal relationship with the Polish police? This means that people in Poland are not protected if their UK relatives wish to make a complaint of crime, they can subsequently be intimidated or assaulted back in Poland, or Bulgaria or Romania or wherever they have come from. SS continues, "The UK police don't know how to deal with trafficking.</p> <p>SS has met with DI Fuller, but is not convinced that we (Nottinghamshire Police) have a joined up strategy to deal with human trafficking?</p> <p>MM explained recent operations in Hyson Green and that this type of offence (Serious and Organised Crime) was a top priority. A hundred houses of multiple occupation (HMO's) are being targeted with partner agencies, the first 10 actions had not revealed any human trafficking offences. He offered a meeting with Detective Superintendent Simon Firth regarding the issue, SS agreed, SA asks that IAG members should indicate their willingness to join in this meeting.</p>
<b>Actions agenda item 4</b>	Meeting with Detective Superintendent Simon Firth regarding human trafficking. TBA by CT. To date SS, SO and SA wish to attend.
<b>Agenda item 5.</b>	<p><b>Standing agenda items;</b></p> <p><b>Positive Action/Recruitment and Retention - SOI.</b> SO asks if there have been any developments with the new National Police Promotion Framework (NPPF) which came into effect early in 2015. See IAG action plan 4/14.</p> <p><b>Training –</b> No current IAG portfolio holder, see SO's offer at action 3 above</p> <p><b>Hate Crime - DJ,</b> the info on the police website is once again positioned in a place where it is hard to find under domestic abuse and sexual offences? CT had caused it to be more visible last year but is now back in this inexplicable place on the website. CT will cause it to be more visible via HQ MEDIA, please note that typing hate crime into the search option on the advice page does do the job of taking a person to the correct list of options.</p> <p><b>DV and Honour Based Violence -</b> No current IAG portfolio holder</p> <p><b>Neighbourhood Policing/ASB -</b> Safdar Azam. SA would be patrolling in the city centre this Friday 20<sup>th</sup> May.</p> <p>Stop Search - DJ. DJ had updated at item 2 above.</p> <p><b>Mental Health –</b> SO. So had updated her wish to assist with future training see item 3 and its subsequent action.</p> <p><b>Community Cohesion –</b> MR. MR on night shift.</p>
<b>Action agenda item 5</b>	<p>CT will contact HR re developments with the new National Police Promotion Framework (NPPF).</p> <p>CT to cause hate crime info to be more visible under advice section of the police website, not under Domestic Abuse and Sexual Offences</p>
<b>Agenda Item 6.</b>	<p><b>Future topics for consideration.</b></p> <p>2016 EMOpSS strategic business plan Inspector Sukesh Verma</p>

	<p>Karimia Institutes Trust Building project Somaiyeh Mohammadian (new member)</p> <p>Asian Gold Inspector Richard Monk - People in various diverse Asian and none Asian communities can become a victim of gold burglary and theft. It is essential that any suspicious activity is reported to the police. Members of the family that are routinely at home during the daytime should have the confidence to report suspiciously parked cars, or suspicious persons to the police on 101 or via 999 if a crime is taking place.</p>	
<b>Actions Item 6</b>	<p>Insp Verma to be invited to the next IAG</p> <p>CT to update IAG after meet with Karimia Institutes Trust Building project</p> <p>Asian Gold, all IAG members to ensure that people in their community are not afraid to contact the police re this issue.</p>	
<b>Agenda Item 7</b>	<p>AOB..... Chair. SA asked MM to give brief rationale of the changes to the city division.</p> <p>Ch Supt Mark Holland and Detective Chief Superintendent Gerard Milano will have thematic responsibility for the city and county areas. Supported by Superintendents for the city area and county area.</p> <p>The public are unlikely to see any change in the way the service is delivered, indeed having no boundaries will see more flexible deployment of staff to meet priority demand. More detail will be released as decisions about arrangements are confirmed.</p> <p>MK expressed concern that certain council enforcement officers looked like badly dressed police officers and may indeed be mistaken.</p> <p>MM countered that there could be an advantage if some partnership staff were mistaken by criminals as police officers.</p>	
<b>Action Item 7</b>	<p>MH to provide more detail re the policing structure at future IAG</p>	
<b>AOB</b>		
<b>Date, Time &amp; Location of Next Meeting</b>	7 <sup>th</sup> September 2016	County suggest Carlton PS
	23 <sup>rd</sup> November 2016	City/ central or community location

**All meetings to commence at 1830 hours for approx 2 hours.**