

INDEPENDENT ADVISORY GROUP ANNUAL REPORT 2016



WELCOME

It has been just four months since I became Norfolk's Police and Crime Commissioner but, even in this short time, the value of the Independent Advisory Group has become clear to me.

Working together in partnership is key to keeping Norfolk a safe place for everyone and, in my opinion, a vital partnership is the one between our police and our communities.

During my election campaign, I pledged to bring the police and public closer together. The IAG is one example of the police-public partnership in action. By providing independent advice based on their own views, experiences and community insights, the IAG members are improving the policing service delivered to every woman, man and child in our county. Their drive and commitment is substantial and, while I know the IAG has been through a period of significant change, I believe it has emerged stronger.

My thanks go to the IAG members for their continued support of policing in Norfolk, and I look forward to working with you over the coming year.

Lorne Green
Police & Crime Commissioner



The Independent Advisory Group plays a key role in contributing to building the trust and confidence of the community in Norfolk.

The IAG is invaluable to the Constabulary in providing advice and guidance on a range of issues affecting our diverse communities and allows the force to understand the potential impact police practices and operations may have on those communities. The IAG encourages better community engagement, provides advice during critical incidents and investigations and assists with developing policies and procedures.

Policing will continue to change for some years to come, but it is through such relationships as the IAG that we are able to successfully navigate these issues together with our communities.

The Constabulary looks forward to continuing our strong relationship with the IAG over the next year and I would like to personally thank members for their support.

Charlie Hall
Deputy Chief Constable, Norfolk Constabulary

IAG CHAIR - GRAHAM SIGLEY

In the twelve months since the last Annual General Meeting of the Independent Advisory Group (IAG) there has been an incredible amount of change. It is also inevitable that we will continue to experience change over the next year.

Norfolk Constabulary is still working towards finding the balance between being able to meet the policing needs of Norfolk's residents and its many visitors, and doing so within a reduced budget.

The Office of the Police and Crime Commissioner for Norfolk (OPCCN) has also experienced significant change with the election in May 2016 of Lorne Green as the new Police and Crime Commissioner. In addition, there have been some changes in the roles and responsibilities of staff within the OPCCN. As a result, Martin Barsby has become the lead officer working with the IAG, although Sharon Lister will continue to be involved with the group.

This time last year, the number of active IAG members had reduced considerably, as members moved on for various reasons, and it was a priority to bring the IAG back up to full strength. But, in doing so, it was essential that IAG was still able to fulfil its aims.

As a result, during the last few months, Martin and IAG member Brian Walker have worked closely with senior police officers in order to recruit additional IAG members. This has involved making use of existing community links and networks in order to ensure that the 'voices

of IAG' could be seen to effectively reflect the many diverse voices of Norfolk.

It is really pleasing to be able to write that the outcome of all this work is an IAG that is strong both in number and in the breadth of experience and expertise that the individual members bring to the group.

I am confident, therefore, that IAG, both as a group and as individual members, will continue to provide the independent and informed comment, advice and guidance that will support both the police and the OPCCN as they develop and implement their respective policies and practice.

This confidence is reinforced by the examples of the commitment of individual IAG members that are included elsewhere in this report.



Graham Sigley - IAG Chair 2015/16

IAG MEMBERS

The members of the Norfolk Independent Advisory Group:

Graham Sigley

Graham has been the Chair of the IAG for the period covered by this annual report. He has a particular interest in socio-economic and culturally diverse communities, young people and education.

Brian Walker

Brian has been involved in the criminal justice system for many years as a probation officer, working with people finding themselves before the courts for reasons including mental health, substance misuse or marginalisation through social problems. Brian has also been a keen advocate of LGBT issues, homelessness and social justice and has worked with the police to help promote equality, fairness and access, alongside the reporting of hate crimes.

Sarah Mogford

Sarah's professional background is in health and business, having worked in both the NHS and private sector over the last 30 years. Her first experience of community collaboration with the police was as a member of the Norfolk Police Disability Advisory Forum. Sarah brings to the IAG a particular interest in physical and psychological impairment, pre- and post-operative gender re-alignment, domestic abuse, disability abuse and elderly abuse. She is also a member of the Norfolk Stop and Search Scrutiny Panel.

Pa Musa Jobarteh

Pa Musa is the coordinator of The Bridge Plus+, a BME (Black, Asian and Minority Ethnic) led charitable community organisation with a focus on providing information, advice and advocacy support aimed at promoting diversity and race equality. The organisation supports people from over 40 different nationality backgrounds resident in Norfolk, giving Pa Musa a rare insight into community needs and aspirations. His aim in sitting on the IAG is to ensure that BME voices are heard.

Sally Fox

Sally's interests lie in substance misuse, homelessness, Travellers, young people, gangs, sex workers and offenders. Through her work with the Henderson Trust, she is particularly aware of how these issues affect communities in the Norwich area.

Kevin James

Kevin is the current Chair of the Norfolk Police Disability Advisory Forum, providing a vital link between the two groups. Kevin has a particular interest in mental health, and is a service user governor for the Norfolk and Suffolk NHS Foundation Trust.

AND INTRODUCING...

We are delighted to have welcomed the following new members since last year's AGM:

Christine Buckton

Having lived in Norfolk for 40 years, Christine has good links with and insight into the local community. She worked as a police surgeon for 20 years, and with the Ministry of Justice as a medical member of the Tribunal Service. Having now retired, Christine has a continuing interest in the police service and is keen to use her local and professional knowledge in her work with the IAG.

Tarsem Uppal

Tarsem came to England when she was eight years old, growing up in Bradford. Having trained as a nurse and midwife, she moved to Leeds before coming to Norwich 26 years ago. Now a semi-retired theatre sister, she uses her skills as needed, helping to fill staff shortages. Tarsem is an active member of the Sikh community and a committee member of the Norfolk and Norwich Sikh Society.

Robert Mansel

Robert is a serving officer with 1st The Queen's Dragoon Guards (The Welsh Cavalry). He has been living in Norfolk for 12 months, having previously been based in Germany. Robert works with serving soldiers and their families, local authorities, magistrates and other statutory agencies. He is also the lead officer for equality and diversity.

Tony Tomkinson

Tony has been involved in local politics for 10 years, being Chairman of Norfolk County Council in 2010/11 and representing the Council on the former Norfolk Police Authority from 2007 to 2012. He was appointed Armed Forces Commissioner

for Norfolk in 2012 - a position he holds to this date. In that role, Tony's main function is to ensure that no person who is or has been serving in the Armed Forces is disadvantaged because of their service.

Sean Kent

Sean has worked in social housing for over 20 years. He has a particular interest in the impact that policing can have on communities, including the LGBT community. Sean hopes that, by providing advice and an independent view on issues affecting the LGBT community, he can support the Constabulary to make its policies and practices more inclusive.

Gillian McBurney

Having run her own business for 20 years, working with people from all different backgrounds, Gillian became Chair of Governors at her local primary school 8 years ago. The school has a small but diverse intake, including the children of migrant workers in the area. Meeting the pupils and parents, Gillian became aware of the difficulties facing families, and worked with the local council to address school issues. Having now retired from her role as Chair of Governors, Gillian is keen to use her experience in her work with the IAG.

Samantha England

Samantha works as a service manager for a care company, and has a particular interest in health and wellbeing. Outside of her full-time job, she works with the MS Society as a therapist and is also part of an international team developing a global wellbeing website.

MY IAG EXPERIENCE

During the last 12 months, the IAG members have offered their input into Norfolk's policing review (known as Norfolk 2020) as well as development of the new Norfolk Police website which launched last month. They have received updates on policing inspections carried out by Her Majesty's Inspectorate of Constabulary (HMIC), and on complaints handling policies and procedures followed by the Norfolk Police Professional Standards Department and the Independent Police Complaints Commission (IPCC). Members also continue to play a key role in community impact assessments carried out for major incidents.

This is what the members think about being on the IAG:

"I find the IAG to be an important group which provides a two-way learning exchange between community residents and the police. Although I sit on the advisory group as an individual, the views and sentiments I express and convey are commonly shared by people I encounter in my line of work. I find that the IAG provides to me, and the diverse communities I work with, a simple, effective and important opportunity to engage with the police and ensure that BME voices are heard."

"I was keen to become an active member of the IAG for two main reasons, firstly to be able to represent the large military community living in Norfolk, all of which are served by the local police force and not military police, and secondly to represent my local community."

"My knowledge of policing has developed whilst I've been involved but, as the scope is so broad and ever-evolving, there is always something new to learn. I've gained an enormous amount from the IAG members - there is always another piece of information, angle or viewpoint that challenges your held beliefs or opinions, and that is really useful to take back to the wider community. That's what the IAG provides - a two-way process with information and opinions travelling both ways."

"I believe IAG to be an active team process of sharing and learning, and ensuring marginalised and minority groups are fully represented and included at every level of policing and community engagement."

"Being a member of IAG has helped me to broaden my knowledge and experience through listening and learning from others. I have also been involved in the development of strategic planning to meet the demands of modern policing, providing independent advice to the police and ensuring a community perspective is considered at all times."

"I became interested in joining the IAG in the hope that there will be more two-way exchange of information and understanding between the Asian community and the police force. I feel my background and experiences put me in a good position to understand and help others to understand the Asian community."

"I have seen the positive impact that policing can have on communities. I have already found the meetings that I have attended interesting and been able to make some practical suggestions for ensuring new policies are inclusive and helpful to officers that have to implement them."

"I spent a day doing lay observation with a Norfolk Police sergeant. I got a definite sense that officers are seen as a visible support for a range of issues and that the public are confident to approach them. Overall I was very impressed with the professionalism and skills of the officer that I spent the day with. Her knowledge of the law was comprehensive, her approach was proportionate and pragmatic. She clearly had the respect of private sector colleagues, as well as the homeless people she sees on a regular basis."

CONTACT US

The publication of this annual report marks the start of a new year for Norfolk's Independent Advisory Group. Holding its annual general meeting on 6 September, the IAG will elect a Chair to take it into the next 12 months.

For more information on the work of the Norfolk IAG, please visit www.norfolk-pcc.gov.uk

Alternatively, you can contact the IAG, c/o Office of the Police & Crime Commissioner for Norfolk:

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