



MINUTES

Nottinghamshire Police Independent Advisory Group
Meeting held at
Bobbers Mill Community Centre
512-514 Berridge Rd W, Nottingham NG7 5JU

1830 Wednesday 14th September 2016

Attendees:	(DS) Chris Thompson (CT) (DJ) Serab Ozdural (SO) Vice Chair Chief Superintendent Mark Holland (MH) (AJ) Major John Ahern Royal Signals Guest Speaker Bill Dixon University of Nottingham IAG study project. (BA) Prospective new members and IAG guest observers today (SM) (MH) (TM) (AL) (NM)
Apologies:	(AL) (YD) (MW) Safdar Azam Chair (SA) (SS) (MK) (LH) (BLB) (IM) Prospective new member
Agenda Item 1:	Welcome and introductions, Chair Thanks to the Bobbers Mill Community Centre and the Karimia Institute for allowing the IAG to use the premises for the meeting. Welcome to the prospective new members and guests.
Actions/Decisions: item 1	Nil
Agenda Item 2:	Karimia Institutes Trust Building project SM (guest) 10 minutes SM spoke about the aims of the Karimia Institutes Ambassador project. It is to engage with all other communities in Nottinghamshire, those of faith and those of no faith. Dispelling myths about Islam and demonstrating a wish to integrate more fully with the wider community, explaining their culture. She explained that her community could be self-defensive she wanted to tackle this. The Ambassadors had recently volunteered to help at Trent Bridge cricket ground on the occasion of England v Pakistan one day international cricket match. They worked as stewards, directing fans from both sides to areas of the ground. They wore identification that showed that they were Muslim ambassadors, and report that the whole experience was most positive. The crowd were respectful and well behaved throughout the afternoon and into the evening, good friendly banter. MH commented that this particular match has historically been challenging and could be an

	<p>aggressive encounter, but this game had passed off very well indeed. NM commented that some of the fans were wearing “Englistan” t shirts, supporting both sides at once, adding to the flavour of the occasion. SO asked if the project was open to everyone? AL made an offer to all communities to join the ambassador project, repeating those of faith and those of no faith are welcome to join in. Inspector Gurmit Kaur is an ambassador with this project. MH has contacts at Notts County and Nottingham Forest that may help the ambassadors open a few doors</p>
Actions/Decisions Item 2:	MH to provide contacts to Ambassador project.
Agenda Item 3:	<p>Nottinghamshire Police new policing structure Ch Supt Mark Holland. 10 minutes</p> <p>MH explained that the policing structure was virtually unchanged, all officers from Chief Inspector downwards remained the same. Officers had not been moved from the city area, the response capability was the same. He was now the thematic lead for operational and neighbourhood policing across the city and the county. Detective Chief Superintendent Gerard Milano was now the thematic lead for crime and intelligence. The previous geographic model had seen the city division being led by Temporary Chief Superintendent Mike Manley, Mr Manley is still the lead in the city for neighbourhood policing and partnerships and returns to his substantive rank of Superintendent. Superintendent Richard Fretwell remains in a similar role for the county area. Then last 12 months has seen a drop in crime of 8.5 % Nottinghamshire Police is now a top performing police force. DJ commented that the city councils stance about the changes to the city division was not helpful. MH the joint working at Byron House Police Station, police and council staff in the same work space was working very well indeed, it is held up as an example of best practice of co-location type working.</p>
Actions agenda item 3	None
Agenda Item 4:	<p>SSupdate from his meeting with Supt Simon Firth re the issues of 'Hidden crime' in Polish/EU communities: Stalking, Harassment and Intimidation, Domestic Violence, Human Trafficking (labour and sex) Trade Crime. 10 minutes</p> <p>SS was unable to attend the meeting but has sent this update 15/9/16. “Meeting with Supt Firth went really well. We agreed that we need to encourage and support people from EU communities to join force on special and/or regular constable level. More clarity around recruitment process would be welcome by community - I think Operation Voice will fill the gap. He promised follow up with meeting including HR and head of specials. I know Gurmit is following up with this. I would be involved in Positive Actions events to act as a link to our community. We still have a challenge around serious organise crime where Police is unable due various factors (often outside of their control) fully guarantee safety for potential witnesses and crime victims. In addition our community has no idea how criminal justice and Police works in UK. Most complaints about Police are directed to front line officers I(i.e. lack of people skills, feeling discriminated and not valued, lack of real interest in victims situation etc.) Maybe we need to look how (or if) we can do something’s around this issue. However, I believe having trustworthy and committed individuals from Polish (or others) communities in Police force would improve this situation. We really need some on-going commitment instead one of actions. Again, Police is limited in resources so recruiting or engaging key people is extremely important. I will do my best to involve someone else from EU communities.</p>
Actions agenda item 4	Copy of SS email sent to our positive action coordinator Joanne Ratchford who is involved in Operation Voice. Will ask chair if someone from Operation Voice could attend a future

	IAG meeting?
Agenda item 5.	<p>Building trust – community engagement. Supt Richard Fretwell 15 minutes</p> <p>A lively exchange of views started the meeting during introductions and matters arising, Supt Fretwell was not available for tonight’s meeting, MH was able to answer on his behalf. DJ forcefully stated that the force should have some legitimacy regarding the Peel Report, he expressed concerns that there should be an action plan outlining the police response. MH explained that this all related to community engagement, not a new concept, Nottinghamshire Police were continually engaged with the wider community, building trust. He would contact Chief Inspector Paul Winter the project lead regarding the Peel Report and Nottinghamshire Police’s response. DJ asked if the IAG could see the action plan. SO also expressed concern that the action plan was a key response to the issues raised in the Peel Report, she would expect an action plan if the CQC had inspected her place of work. MH will cause the relevant parts of the action plan to be shared with the IAG for their on-going advice.</p>
Action agenda item 5	<p>Relevant actions to be sought from Chief Inspector’s Winter and Davies. Superintendent Fretwell and or Chief Inspector Davies to be invited to the next IAG in November.</p>
Agenda Item 6.	<p>East Midlands Operational Support Services EMOPSS strategic business plan Inspector Sukesh Verma. (guest) 10 minutes</p> <p>Inspector Suk Verma from EMOPSS explained the <i>aim of EMOPSS was to design, drive forward and deliver an integrated, resilient and responsive Operational Support Service for Lincolnshire, Leicestershire, Northamptonshire and Nottinghamshire.</i> This included, roads policing, armed response, TASER response, dog support. The public may notice that officers attending incidents in Notts are from adjacent police areas. Of course the culture and values of staff from across the region varies widely, the aim will be to ensure that the quality of service remains high. As such EMOPSS wishes to include IAG’s across all the forces to ensure that their “Ethics Committee” has input into the recruitment and retention of BME officers and staff, any volunteers from IAG’s should contact Inspector Verma directly. MH explained that at a recent English Defence League march in Nottingham 15 forces helped police the event. SV compliments Nottinghamshire Police officers for their professionalism and open culture, this is not yet reflected in other areas of the region, work in progress. SO asks Suk if he is coming to every meeting? SV EMOPSS wants IAG input regarding how they operate, Inspector Verma asks the IAG to invite him to attend future meetings to answer any questions that the IAG may have about EMOPSS policies and procedures, he will share further information about their roles and responsibilities. SV provided some data regarding use of force, firearms/Taser. TM asks if the data was reflected long term. SV yes the numbers for contacts with BME community were low and remained so. MH explained that back in 2003 firearms deployments were daily. SV the de brief of officers who are involved in firearms and Taser deployments is rigid and is designed in no small part to see if the incoming intelligence is accurate and reliable and that the officers have taken appropriate and proportionate action on every occasion. TM Nottingham has gun crime reputation. MH this is an historic reputation, Nottinghamshire is in the bottom quartile of forces that have deployed weapons in the last year, gun crime is very low compared with back in the late 90’s early 2000’s AJ do you move resources if demand is higher elsewhere. SV we have a minimum commitment in Nottinghamshire which is the same as before the collaboration. We always have 3 armed response vehicles, 4 Taser cars and dogs.</p>

Actions Item 6	IAG members interested in working with the EMOPSS ethics committee please email sukesh.verma@nottinghamshire.pnn.police.uk
Agenda Item 7	<p>Major John Ahern (guest) is the 7th Infantry Brigades BAME engagement officer; he is tasked with improving the public perception of the Army and Military. The aim of their attendance is to extend their contacts with BME communities in Nottinghamshire. The armed services are seen as mainly a fighting force, this is just a small, but never the less a vital part of the Army and Military. 10 minutes</p> <p>Major John Ahern covers the east of England, Notts/Lincs/Beds and as far south as Suffolk. His commanding officer is General Sir Nick Carter, the Chief of the General Staff, Sir Nick is committed to working with the BME community.</p> <p>John explained the already excellent community engagement projects that he was involved in. He was already working with the Karimia Institute, Dr Musharraf and the community in Bobbers Mill. Also engaged with God's Vineyard ministries in the city.</p> <p>His team would be taking a group of youngsters from Karimia away in October, camping etc.</p> <p>Part of John's role and aim is to normalize the uniform in society. If he walks around the Chilwell area no one looks twice, but of course the same reaction is not replicated in other areas where the uniform is not regularly seen.</p> <p>SO public perception of the Army is as a fighting force.</p> <p>John countered this by describing the wide range of apprenticeship opportunities within the military. The Army is the biggest employer of apprentices.</p> <p>AJ asked if John worked with the Army Cadets.</p> <p>JA not as such, doesn't control their activities.</p>
Action Item 7	None
Agenda Item 8	<p>Standing agenda items;</p> <p>Positive Action/Recruitment and Retention - Serab Ozdural. 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. Update James Lunn has offered to meet with SO to discuss or indeed attend a future meeting of the IAG, SO to advise.</p> <p>Training – No current IAG portfolio holder.</p> <p>Hate Crime - DJ</p> <p>DV and Honour Based Violence - No current IAG portfolio holder</p> <p>Neighbourhood Policing/ASB - Safdar Azam.</p> <p>Stop Search - DJ</p> <p>Mental Health – Serab Ozdural.</p> <p>Community Cohesion – MR.</p>
Actions agenda item 8	SO to contact James Lunn re National Police Promotion Framework (NPPF)
AOB	Suggestions that the PCC be invited to a future meeting, Chair to cause invite to November 2016 meeting?
Date, Time & Location of Next Meeting	30th November 2016 location to be decided by Chair
	Future dates to be agreed by the Chair

	March 2017 election of Chair and Vice Chair

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