



MINUTES
Nottinghamshire Police Independent Advisory Group
Meeting

1830 Wednesday 22nd February 2017

Gods Vineyard Church 292 Derby Rd, Nottingham NG7 1QF

Attendees:	(SR) (MK) (DS) (MJ) (IM) (TL) (LH) (GD) (GG) (VN) (EW) observer (SS) (TM) (DJ) Detective Superintendent Austin Fuller (AF) Safdar Azam (SA) Chair Serab Ozdural (SO) Vice Chair Superintendent Ted Antill (TA) City Neighbourhood's Chris Thompson (CT) Partnership Officer (AS)
Apologies:	Ch Supt Mark Holland. (MH)
Agenda Item 1:	Welcome and introductions, Chair
Actions/Decisions: item 1	Outstanding agenda item relating to Building Trust and the actions from the Peel Report to be carried over to a future meeting – Supt Burrows
Agenda Item 2:	Modern Slavery. Supt Fuller Supt Fuller gave a full explanation of modern slavery, he will share copies of his power point with the IAG and is available to answer any questions via his email address at austin.fuller@nottinghamshire.pnn.police.uk IAG members can view a video on You Tube entitled "Horse Trading" MJ asked, "What are the police doing to detect and prevent these crimes"? AF gave an example where the police had rescued a group of eastern European migrants who living in appalling conditions in a caravan in Aspley. Sadly neighbours had not reported what was an obviously bad situation for the men living in the caravan. The suspects lived in the adjacent house and had assets of over a £million. The neighbours did not report the matter because the men were Polish and they thought the way that they lived was "perhaps" normal for Poles? MJ wondered if the neighbours may have been frightened to report? AF told the IAG that the police rely on quality intelligence, which can come from the community and other agencies as well as policing efforts. Only five crimes re modern slavery had been reported so far in 2017. TM asked how do we get the message out there?

	<p>AF gave brief detail of his extensive work with partner agencies raising awareness via his regular presentations. Indeed today he had met with a local health commissioning group.</p> <p>SO spoke of a psychological evaluation she had carried out as part of her day job on a worker from a well-known sports-wear distribution centre.</p> <p>AF was well aware of the company mentioned. Work conditions had improved there recently due to government scrutiny. Sadly these companies have a strategy of quick turnover of product and in the past quick turnover of staff that had been paid below minimum wage. Migrants often unaware of correct working practices.</p> <p>MJ asked what the police are doing proactively? AF we have a small dedicated team, who scan all calls for service and intelligence to the police that may indicate Modern Slavery. There is the Modern Slavery helpline https://www.modernslaveryhelpline.org/ 08000 121 700, among the FAQ's (frequently asked questions) is What if I do not speak English? Callers can contact the helpline regardless of what language they speak. The Helpline has access to telephone interpreters who provide over 80 different languages.</p> <p>The police work with other agencies to check work places that may employ illegal migrants or those being exploited, examples that may or may not employ such workers are "hand car washes", "nail bars" "care homes". Arrest have been made. Literature has been placed on relevant coaches which bring in migrant workers.</p> <p>GG asked if this work stretches resources. AF we resource according to demand, at this time we encourage increased reporting of this serious organized crime.</p>
Actions/Decisions:	Share modern slavery power point with IAG
Agenda Item 3:	<p>SS update the IAG about his meeting with Supt Simon Firth re the issues of 'Hidden crime' in Polish/EU communities:</p> <p>SS and SO had met with Supt Firth and had been promised future contact and updates on policing activity, SS had had no contact since the meeting so was unable to provide an update at this time. A question will be put to Supt Firth by the IAG asking for an update at a future meeting, it is probable that there is an overlap with the work that Supt Fuller is involved in.</p> <p>SS also expressed his disappointment at not being accepted for interview for the Special Constabulary, he was sure that an increase in diversity was essential for building trust within the community. CT offered to support SS in any future application, Operation Voice is a key piece of work aimed at increasing diversity within the workforce of Nottinghamshire Police</p>
Actions agenda item 3	Ask Supt Firth for feedback on the meeting held with SS and SO re hidden crime within Polish and EU communities.
Agenda Item 4:	<p>New member VN brief description regarding Female Genital Mutilation work she is involved in.</p> <p>VN (new member) gave an excellent presentation explain FGM to the IAG, she is working locally, nationally and indeed internationally to prevent this crime. Locally she is working with DCI Mel Bowden. It is reported that there are at least 200 new cases each year in Notts, but this is likely to be the tip of the iceberg. Her local work involves raising awareness with professionals, health workers, education workers. She is working with 29 ethnic</p>

	<p>groups. FGM is not simply an ISLAMIC issue it is an age old cultural tradition, which has no health benefits and can be very dangerous.</p> <p>VN spoke of 100 prosecutions in France where the authorities have a regime of checking young girls for the signs of FGM. No prosecutions in the UK to date.</p> <p>SO expressed concern that such health checks in the UK may be traumatic for the young person.</p>
Actions agenda item 4	Nil
Agenda item 5.	Professor Dixons IAG report. Chair.
Action agenda item 5	This item has been postponed to the 23 March meeting due todays IAG running over time.
Agenda Item 6.	Recruitment of BME officer's statistics from latest cohorts. This item was not discussed due to lack of time.
Actions Item 6	Stats will be circulated from the current recruitment cohort.
Agenda Item 7	Terms of Reference suggested amendments.. chair
Action Item 7	This item has been postponed to the 23 March meeting due todays IAG running over time.
Agenda Item 8	<p>Notification that the election of chair and vice chair is due at the March meeting/rules and eligibility. Chair</p> <p>The chair has asked the Chief Executive at the OPCC (Kevin Dennis) to be the regulator of the imminent election.</p> <p>It is requested that persons seeking to be the chair and vice chair for the next 2 years submit their intentions and details of the person seconding their nomination to Kevin Dennis email kevin.dennis@nottinghamshire.pnn.police.uk</p> <p>It is important that candidates explain their reasons for seeking election in a short Paragraph, which will be shared with the IAG membership.</p> <p>Closing date for nominations will be midnight on the 22nd March 2017. It is expected that the election will take place at an extraordinary IAG meeting to be held at time to be notified in April 2017.</p> <p>Eligibility to vote will be discussed at the next meeting on 23 March when the current Terms of Reference are amended as agreed by the current IAG membership.</p>
Action Item 8	Set date for the IAG election.
Agenda Item 9	Standing agenda items No updates at this time

Action Item 9	Nil
AOB	<p>Hate Crime spike; DJ asked about Nottinghamshire Police reporting hate crime figures in the top 2 of increases following BREXIT. TA acknowledged that there had been a spike in the 3 months following BREXIT, the incidents were not all race related. Clearly some people had nationally used the BREXIT result to vent their feelings. Homophobic crime had shown a large increase, possibly due to a large amount of partnership engagement to raise awareness, increasing the confidence of communities to report. Levels had returned to more expected levels after the 3 month post BREXIT period.</p> <p>GG asked about emotional support following a hate crime. He explained that after being subjected to a hate crime which resulted in the offender being found guilty at court he had had no emotional support from an agency, the only thing that had happened after the court case was a cheque for £100 coming through his letter box. TA spoke of the changes to the victim support process, CATCH 22 had now been charged with victim services and in their application had agreed to provide support for hate crime victims.</p> <p>IM and MJ both new members gave a short explanation of who they were and their backgrounds. Both were welcomed by the chair.</p>
AOB actions	Nil
Date, Time & Location of Next Meeting	1830 23rd March 2017 venue to be agreed,

Future meetings;

To be agreed by Chair and Vice Chair.	

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