

**DORSET POLICE AUTHORITY****PROFESSIONAL STANDARDS AND DIVERSITY COMMITTEE****Minutes of the Meeting held on 29 October 2009**

A meeting of the Professional Standards and Diversity Committee was held at Police Headquarters, Winfrith, on Thursday, 29 October 2009 at 10.00 am

**PRESENT:** Mr C W Weston JP (Chairman)  
Mrs J Dover  
Mrs E Hall  
Mrs A Stribley  
Mr F Jabbari (Vice Chairman)  
Mr M G Taylor CBE DL

**Also Attending:** Mr C Lee, Deputy Chief Constable  
Mr M J Goscomb, Chief Executive  
Superintendent T Whittle, Head of Professional Standards  
Chief Inspector Gemma Morris  
Inspector Rebecca Riggs  
Mrs T Roberts, Diversity Development Manager  
Mrs Patricia Price, Ferndown Independent Advisory Group  
Mr Michael Standerwick, Bournemouth and Poole Independent Advisory Group  
Mrs P Ford, Senior Policy Officer

**APOLOGIES FOR ABSENCE**

39. Apologies were received from Dr J Gosby, Mr G Hepburn, Mr B Ratcliffe, Col G Brierley.

**MINUTES**

40. The minutes of the Professional Standards and Diversity Committee held on 24 July 2009 were taken as read and were confirmed and signed as a true record.

**CODE OF CONDUCT**

41. Mr C Weston declared a personal interest in minute no. 69 and 70 as a complainant was known to him through his work as a Magistrate. Mrs Stribley declared a personal interest in minute 70 as she was acquainted with a complainant through her role as a Borough of Poole Councillor. Mrs Hall declared a personal interest in minute 70 as she was acquainted with a complainant through her attendance at a local neighbourhood watch meeting. No further declarations of personal or prejudicial interests under the Code of Conduct were received.

**INDEPENDENT ADVISORY GROUPS – UPDATE**

42.1 The Chairman welcomed Mr Michael Standerwick and Mrs Patricia Price to the meeting. Mr Standerwick provided an update on the work of the Bournemouth and Poole IAG. He indicated that the group were currently considering a succession plan in relation to the co-Chairs and that recruitment of the right people to the IAGs remained a priority for the IAGs. He acknowledged that the Chief

Executive had concerns about the current IAG recruitment arrangements. Liaison with the Division was felt to be working well and advice logs were being maintained of those issues where advice was sought. Meetings had been devoted in some cases to single issues. He also outlined some of the challenges the IAG faced including ensuring that their time was focused on those issues that matter.

**42.2** Mrs Price updated members on developments in the County division and outlined some of the work they had been doing including dip sampling stop and search forms. She indicated that she did not feel IAGs were realising their true value and that there was greater potential in combining their resources into a Dorset Wide Panel to advise the Force. She reported good progress on the Website which was being hosted within the Police Authority site. Vetting continued to be a concern which was causing significant delay to the recruitment of members to IAGs and this needed to be addressed.

**42.3** The Deputy Chief Constable indicated that the Force was grateful for the work of the IAGs and although it had been a cultural shift an even keel had been reached. He indicated that he was reluctant to revisit the vetting policy as it had take many months to agree, but the delays in vetting should be raised as an agenda item at the next meeting of the IAG chairs.

### **RESOLVED**

**43.** That the report be noted.

### **STREET INTERVENTIONS**

**44.1** The Deputy Chief Constable provided members with an update for the period 1 April 2009 to 31 August 2009. He was pleased to report that research within the Divisions was enabling the Force to focus in on specific issues that contribute to disproportionality in the use of stop and search according to the stop and search figures. He also drew member's attention to the change in the use of stop and search tactic which also demonstrated the effect of the policy changes that had been introduced

**44.2** He updated members about the latest position on the recording of stop and account which would mean that the stop and account data would be unreliable and remain unreported until the problem had been resolved which was anticipated to be the end of December 2009.

**44.3** The revised policy and procedure, and the associated people focus and diversity impact assessments were discussed by Members including the steps that the Force was taking to ensure that the policy was implemented effectively. A comprehensive action plan was being overseen by a Street Intervention Working Group on which the Authority was represented. The roles and responsibilities of all stakeholders were also set out in the procedures.

**44.4** Members were informed that the Force had been in correspondence with the Equality and Human Rights Commission in relation to their concerns about the disproportionate use of stop and search and an open invitation had been given for them to visit Dorset to meet officers who are involved in the use of stop and search, the management of intelligence and equality and diversity matters. The NPIA was also due to pilot a management tool for Stop and Search called "Next Steps" and the Force had volunteered to be a pilot force. A response from the Commission and the NPIA was awaited.

## **RESOLVED**

45. That the report be noted.

## **RECORDING AND INVESTIGATION OF HATE CRIME**

- 46.1 The Deputy Chief Constable presented the Hate Crime figures for the period 1 April 2009 to 30 September 2009 which showed a slight decrease of reported hate incidents compared with the same period last year. Members were informed that a National Hate Crime Action Plan had recently been published which set out strategic actions across Government Departments and national developments for the Police Service and partnerships would be monitored and reported back to Members.
- 46.2 Inspector Riggs provided further detail regarding the statistics and indicated that race hate continued to be the most frequent recorded hate crime. She updated members on the detailed work of the Public Protection unit and outlined a case study that demonstrated some of the challenges that had to be managed in dealing with Hate Crime in partnership with other agencies in the County. The Chairman thanked Inspector Riggs and requested that she provide an annual update to Members of the Committee in the future.

## **RESOLVED**

47. That the report be noted.

## **FORCE COMBINED EQUALITY SCHEME**

48. The Deputy Chief Constable presented the Force Combined Equality Scheme annual report which set out the progress that had been made in relation to the Force Action Plan on equality matters. A total of 20 actions had been completed, seven actions discharged and the remaining 26 actions were carried forward into the current action plan which were to be taken forward under the direction of the Strategic Diversity Board.

## **RESOLVED**

49. That the report be noted.

## **COMMUNITY PROFILING**

- 50.1 The Deputy Chief Constable updated members on the work that the Force was undertaking around community profiling and understanding the diverse groups that live in and visit the Force area. Along with a number of local partner organisations, the Force was utilising the Experian Mosaic socio-demographic profiling tool to identify and geographically map diverse groups. The Force was also awaiting the delivery of a licence for Demographics on-line, a web-based application that would facilitate the production of standardised 'community profiles' for local areas.

## **RESOLVED**

51. That the report be noted.

## **INDEPENDENT POLICE COMPLAINTS COMMISSION UPDATE**

52. The Chief Executive introduced a report that had been provided by Rebecca Marsh, IPCC Commissioner for the South West who had been unable to attend the meeting. The update provided details of the review of the statutory guidance

which was being developed by the IPCC, and summarised the annual complaints statistics that had been published by the IPCC in September 2009 relating to Dorset's figures. The Commissioner's update also reported that the latest Learning the Lessons Bulletin had been published and updated members on the IPCC Public Confidence Survey findings and details of the IPCC Annual Report 2008-09 regarding Deaths following Police Contact.

**RESOLVED**

53. That the report be noted.

**INDEPENDENT POLICE COMPLAINTS COMMISSION PERFORMANCE FRAMEWORK**

54. The Deputy Chief Constable provided a report that set out details of the framework which was being phased in on a regional basis and would provide national comparative data from March 2010. Dorset Police had started submitting data in September 2009 and was liaising closely with the IPCC to ensure that any concerns about the submission of data could be raised with them. The IPCC was suggesting that the new framework would be of use to police authorities for the purpose of their own complaints performance monitoring, although it was recognised that it wouldn't be as comprehensive as the current performance monitoring pack. He indicated that he would update members on progress in relation to performance reporting in due course.

**RESOLVED**

55. That the report be noted.

**QUARTERLY PERFORMANCE ANALYSIS 1 JULY – 30 SEPTEMBER 2009**

56. The Deputy Chief Constable presented the performance statistics for the period 1 April to 30 September 2009. Members discussed the continuing fall in the number of incivility allegations which was pleasing although there was no room for complacency and work was continuing to reduce the number of complaints in this area. Members were informed that the report on local resolution would be brought to members at the next meeting to review the position and set a revised target.

**RESOLVED**

57. That the report be noted.

**INDEPENDENT POLICE COMPLAINTS COMMISSION – POLICE COMPLAINTS STATISTICS 2008/09**

58. The Deputy Chief Constable updated members on a number of points of note following the publication of the police complaints statistics in September 2009. The figures showed that Dorset had a 5% reduction in the number of complaints cases compared to last year and no increase in allegations which was the lowest per 1000 officers compared to other most similar forces. Incivility complaints remained above the national average although they had seen a fall again this year. Dorset also performed well in ensuring that complaints from members of the public were promptly recorded.

**RESOLVED**

59. That the report be noted.

## **INDEPENDENT POLICE COMPLAINTS COMMISSION – DEATHS DURING OR FOLLOWING POLICE CONTACT**

60. The latest IPCC figures on deaths during or following police contact were presented to Members. None of the deaths had occurred in Dorset however the cases did provide a learning opportunity for the Force and these had been taken into account when reported to forces through the National Lessons Learned bulletins.

### **RESOLVED**

61. That the report be noted

## **LEARNING THE LESSONS BULLETIN 7 – JUNE 2009**

62. This IPCC Learning the Lessons Bulletin summarised reports of investigations carried out by the IPCC in relation to Command and Control. Each of the identified lessons learned had been risk assessed locally and a summary of the findings was presented. Thirteen key points had been considered by the force including such matters as briefing for firearms operations, missing persons reports, warning markers on PNC, and the transfer of messages between dispatchers. One of the cases had occurred in Dorset and a number of immediate actions had been implemented. This was being supported by a more detailed review of the deployment policy which was being undertaken under the direction of the Assistant Chief Constable (Operations).

### **RESOLVED**

63. That the report be noted.

## **DIP SAMPLING**

- 64.1 The Senior Policy Officer presented the results of dip sampling which had been undertaken by Dr Janice Gosby in the last quarter. The files were generally found to be in good order and two matters were referred to the Professional Standards Department. It was agreed that in the case of a complaint that was not investigated immediately due to subjudice, the file should have identified the officer in the case at the outset. Clarification had also been sought on the inclusion of a document on a file that had been referred to within the case papers.
- 64.2 It was agreed that Mr Colin Weston would undertake dip sampling in the next quarter.

### **RESOLVED**

65. That the report be noted.

## **EXEMPT BUSINESS EXCLUSION OF THE PRESS AND PUBLIC**

### **RESOLVED**

66. In accordance with section 100(a)(4) of the Local Government Act 1972, to agree to exclude the public from the meeting for the items of business referred to in Minute Nos 67 to 75 below because it is likely that if members of the public were present there would be disclosure to them of exempt information as defined in

Paragraphs 1 of Part 1 of Schedule 12A to the Act and to agree that the public interest in withholding the information outweighs the public interest in disclosing the information to the public.

#### **INDEPENDENT POLICE COMPLAINTS COMMISSION UPDATE**

67. The Chief Executive presented a further update which had been provided by Ms Marsh the IPCC Commissioner for the South West which provided details of specific cases that the IPCC had been involved with.

#### **RESOLVED**

68. That the report be noted.

#### **COMPLAINTS**

69. The Committee considered a report on supervised cases, managed cases, independent cases and other cases of interest.

#### **SUMMARY OF COMPLAINTS RECORDED BETWEEN 1 JULY 2009 AND 30 SEPTEMBER 2009**

70. Members considered the Summary of Complaints and identified those complaints that they wished to consider further. Details would be included in the summary of complaints at the next meeting of the Committee.

#### **RESOLVED**

71. That the following cases of interest be brought back to the next meeting for further consideration:

CO/105/08, CO/144/09, CO/173/09, CO/228/09, CO/233/09, CO/236/09,  
CO/257/09, CO/264/09, CO/157/09, CO/260/09, CO/276/09, CO/200/09,  
CO/240/09, CO/216/09

#### **CIVIL CLAIMS**

72. Members considered the Summary of Civil Claims and discussed some individual cases.

#### **RESOLVED**

73. That the report be noted.

#### **QUARTERLY PERFORMANCE ANALYSIS – SECOND QUARTER 2009/10 LESSONS LEARNED**

74. Members received details of lessons learned from the finalised complaints cases in the most recent quarter and the actions that had been taken in response.

#### **RESOLVED**

75. That the report be noted.

*(Meeting ended at 1152 hrs)*