

LEICESTERSHIRE POLICE AUTHORITY

PAPER MARKED

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Meeting **DIVERSITY COMMITTEE**

Date **MONDAY 9 MAY 2011 – 9.00 A.M.**

Report of **CHIEF CONSTABLE**

Subject **LEICESTERSHIRE CONSTABULARY SUPPORT NETWORKS - UPDATE**

Summary

1. The purpose of this report is to provide members with an update on the activity of the Leicestershire Constabulary support networks in the last three months. This incorporates the work of the following groups (listed alphabetically):

Association of Muslim Police (AMP)
Black Police Association (BPA)
Christian Police Association (CPA)
Disability Support Network (DSN)
Gay Police Support Network (GPSN)
Leicestershire Sikh Police Association (LSPA)
Women's Integrated Network (WIN)

Recommendation

2. Members are recommended to note and comment on the work of the support networks.

Association of Muslim Police - AMP

3. The AMP continues to maintain a working relationship with the Professional Standards Department and will be arranging regular meetings with them to discuss any trends or issues that affect their members. Where a request to support an individual member is received then AMP liaises on behalf of that member with PSD on a case by case basis according to the needs and wishes of the member.
4. The AMP is represented on the Stop Search Delivery Group and advises and provides feedback in relation to issues that affect Muslim staff and the local Muslim community.
5. The AMP has in recent months been consulted in relation to specific concerns by the Muslim community relating to the procedures conducted at points of entry by Special Branch & Counter Terrorism authorities. AMP has provided the Force with feedback and a perspective in relation to this sensitive area. This has previously been raised and continues to be a concern.

Black Police Association - BPA

6. The BPA is represented on the Stop Search Delivery Group and advises and provides feedback in relation to issues that affect black staff and local black people.

7. The BPA has been involved in assisting recruitment for Specials from the Somalian, Afghan and Kurdish communities.
8. The BPA assisted with a recruitment seminar on the 12th April in St Matthews. This forms part of ongoing work designed to build confidence within the Somalian Community.
9. The BPA are in the process of arranging an event to promote policing and reporting of crime which will be focused on the BME community, aimed at increasing awareness around Neighbourhood Policing and also issues that affect the BME Community.
10. The BPA is also assisting with raising awareness in the Education Sector by attending adult classes and talking to them about their concerns with policing in their area. This is done with the assistance of the Neighbourhood team.
11. Over the next few months the BPA would like to work with internal and external customers to promote Leicestershire Constabulary and also do further work with recruitment to increase BME representation within the Special Constabulary.

Christian Police Association - CPA

12. The CPA's activities over the last few months include the following:-
 - National council meeting in Manchester
 - Strategic Equalities and Confidence Board
 - City BCU meeting
 - Support networks meeting
 - Branch meeting
 - Website update
 - Newsletter circulation (on and off duty)
 - Planning for a National Conference
 - Circulating prayer requests to support all colleagues in Leicestershire Constabulary
 - Maintaining 'family resource boards' to support all colleagues in Leicestershire Constabulary
13. Since the launch of the prayer service in January 2011 the CPA has been able to receive and share many prayer requests with colleagues and CPA supporters. It has also been able to share positive news as a result of answers to prayer.

Disability Support Network - DSN

14. The DSN continues to monitor reporting statistics. Any issues of concern are raised and discussed at the Disability Equality Action Group meeting. There are no specific trends identified although the dyslexia category remains as the highest category where staff/officers require support and advice.

Gay Police Support Network - GPSN

15. The GPSN are getting more enquiries into the appropriate policing response to complaints of public sex activity, advice on the staged approach method and legislation covering this area. In addition the public sex websites are used to inform people that complaints have increased, this is the main piece of business for the network. It is believed that the increase is due to the better weather. Darren Goddard, GPSN Chair has been involved in rewriting the ACPO guidance on public sex sites, which is awaiting ACPO approval.

16. Darren Goddard has been invited to join the LGBT Domestic Violence Working Group which is a sub group of the Domestic Violence Integrated Project (Leicester City). This will look at improving the number of reports of same sex domestic abuse and familiar abuse of LGBT people in a domestic setting and also the support services currently available in the city for LGBT people. This year DVIRP's publicity campaign will focus on same sex domestic abuse. Currently the total number of reports of same sex domestic abuse to the Constabulary equates to less than 1% of the total domestic reports received.
17. The network is taking part in the Government's consultation on civil partnerships on religious premises following the changes in the legislation.
18. The GPSN took part in the mayoral hustings on 20th of April which was held at the Leicester LGBT Centre with some of the Mayoral candidates.

Leicestershire Sikh Police Association - LSPA

19. The LSPA continues to work closely with Sikh police officers and staff, providing them with support and guidance.
20. The LSPA now has over 50 members within Leicestershire Constabulary and is still growing.
21. The LSPA has represented Leicestershire Constabulary at the AGM of the British Sikh Police Association at Ryton and at the recent Home Office Sikh event.
22. The LSPA are currently in the process of developing literature and display stands to use at events and community engagements.
23. The LSPA has assisted with a racist incident which happened in the north of the county, by communicating with Sikh community leaders in Leicester and family members.

Women's Integrated Network - WIN

24. The WIN is involved in work related to the drug RELAXIN being taken by female officers upon return to work from maternity leave and the long term health effects presented; especially when they wear protective gear immediately upon returning to work. This is currently being looked at by three FMOs, research and medical forums are being consulted and contact has been made with all other forces to gather evidence on any other cases.
25. As part of the support group networks within Leicestershire, WIN are currently working towards a showcase day in October 2011 which will feature all the support groups and demonstrate how they provide support to members of staff. An individual workshop will be run by WIN on the effect on women in the public sector in the current financial climate.
26. The WIN has submitted a report to the Training Priority Panel in relation to setting up a mentoring scheme across the support groups within Leicestershire Constabulary. It is thought that there may be an opportunity to collaborate on a regional scheme with another force.

Implications

Financial:	None
Legal:	None
Diversity:	Those highlighted in the report above.
Risk Management:	None

Background Papers

Individual reports from support networks attached.

Person to contact

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