



LINCOLNSHIRE POLICE INDEPENDENT ADVISORY GROUP

ANNUAL REVIEW

2020/21



FOREWORD

Welcome to the Annual Report of the Lincolnshire Independent Advisory Group for 2020/2021. This has been a very unusual year as Covid 19 sent the entire country in to lockdown. Despite this the IAG have continued to support, challenge and advise Lincolnshire Police on points of policy, practice and procedure. Their independence is vital in making sure our decision making is ethical, proportionate and well considered. As we asked our officers and staff to continue working in our communities throughout the past year this critical view has been instrumental in ensuring we got the balance right and used our new Covid powers fairly and proportionately.



Beyond this the IAG, with my personal thanks to the Chair, David Williams have offered scrutiny in our response to the Black Lives Matters demonstrations and our preparedness for Brexit. They have also developed greater capability and capacity to help scrutinise and advise on areas such as crime standards and crime recording practices. With all the restrictions we have endured in the past year it is real testament to everyone who volunteers to take part in the IAG to see the volume and quality of the work they have managed to complete despite these restrictions.

The IAG is a critical and vital function for any Police Force. It ensures we act with legitimacy and adhere to the highest professional and ethical standards and I hope to see the IAG's reach into the force grow in the coming years.

A handwritten signature in black ink that reads "Chris Haward". A horizontal line is drawn underneath the signature.

Chris Haward
Chief Constable
Lincolnshire Police



INTRODUCTION

As the first Annual Review covering the work and contribution of the Lincolnshire Independent Advisory Group (IAG) this document represents an important and positive step forward in reinforcing Lincolnshire Police's commitment to engaging with and learning from people within the communities it serves.

The review covers the period January 2020 to March 2021. It provides an overview of the activities which the group and its members have been involved in and offers a positive indication of the impact and value that the IAG has brought to policing in the county.

Needless to say the pandemic has had a considerable impact on the group's activities over the past year and like many others we have become increasingly familiar with video conferencing; the few face to face interactions that we have been able to take part in have been a welcome relief! However, it has been easy to see how difficult it has been for organisations and groups to continue to operate in these difficult times, none more so than for our police forces across the country and it has been reassuring to see how well Lincolnshire Police has risen to the challenge.

This past year has been an especially significant time in the history of the IAG as we have undertaken a review of the group, how it is structured and the impact we can have. Working closely with Deputy Chief Constable Jason Harwin and Chief Superintendent Paul Timmins, considerable strides have been made in reshaping the structure of the Group. As a result of that collaboration, as we begin 2021 we are in good shape to be even more effective in our role as a critical friend to the police in future.

As you will see from the first section of the review we have already started on a number of new initiatives and there are a number of other exciting ideas in the pipeline which will soon start to take shape. After the turmoil of 2020 it is good to have something to look forward to.

The remaining sections of the report outline many of the other activities and work undertaken by IAG members, all of which have contributed to a closer spirit of dialogue and cooperation between the police and communities pointing to a growing commitment to an ever closer association between the Force and the IAG in future years.

Finally, a special note of thanks goes to the IAG members for the time and commitment they have given voluntarily to supporting the group and the work of the Force during what has been a challenging period for everyone. Our appreciation also goes to those individual officers and staff who we have had the pleasure of working with over the past year and also to Lincolnshire Police as a whole for all that they do to keep us safe.

BUILDING OUR CAPABILITY AND IMPACT

In early 2020 we took the decision to re-evaluate the role and structure of Lincolnshire's IAG with the intention of expanding our reach and impact on policing within the county. This began with re-setting the foundations of the group and the creation of a members' handbook explaining the role of the group, its structure and outlining many of the activities we are involved in. In addition to the handbook, a Memorandum of Understanding between the Force and the IAG was prepared to provide a demonstration of the level of mutual commitment between us; an important statement reinforcing the value that Lincolnshire Police places in the IAG and the value of partnership working.

Work has also been undertaken around the reinforcement of the scrutiny activities undertaken by the IAG. First off the mark has been the complaints scrutiny group which, thanks to the support of Superintendent Suzanne Davies, has completed training and familiarisation for members and will be commencing casework scrutiny imminently.

Members of the IAG have also conducted scrutiny of Fixed Penalty Notices issued in relation to breaches of the Covid regulations. As Chief Inspector Simon Skelton acknowledged, this exercise allowed IAG members to better understand the issues faced by officers in policing the legislation while at the same time offering welcome and important challenge to the process and individual decisions where appropriate. This activity is a good example of how the IAG has been able to contribute positively to an area of policing directly affecting residents and communities.

Another significant piece of work where we have been active directly in response to the pandemic was the Independent Community Tension Impact Survey we conducted in April and May of 2020. The survey was initiated in response to the heightened tensions and implications for the public arising from restrictions and concerns associated with Covid 19. While we were unsure of the reach we would have across the county, in the event we were delighted to receive over 2800 responses to the survey. Its findings proved invaluable to the Force in determining its response and priorities to the challenges the pandemic presented.

Finally, with credit to the drive and determination of Detective Chief Superintendent Andy Cox, another significant development has been the creation of a Crime IAG for the Force. Focussed initially on engaging with stakeholder partners across Lincolnshire businesses and local services, this group will allow us to explore further the concept of the IAG as a network of people drawn from across the county acting in support of Lincolnshire Police. We are looking forward to working with Andy and his team over the coming year to further develop the Crime IAG into a truly impactful initiative that will add real value to the development of policing in this critical area.

TRAINING SUPPORT

Individual IAG members have contributed a significant amount of their time to supporting training and related activities, often alongside other community volunteers who are not part of the IAG but who are keen to support the police in training and familiarisation. These have included:

- assisting with Drone Pilot training for new/requalifying pilots, acting as live targets in urban (Butlins!) and rural environments
- role play during the initial training of new officers, acting as local 'community personalities' in a range of scenarios to test and develop officers' skills in dealing with members of the public
- role play for the Interview refresher skills courses for serving officers.



IAG members supporting drone training at Butlins

MAJOR INCIDENTS AND OPERATIONS

We have also been asked to provide an independent perspective where major operations or incidents have taken place. These have included:

- the Force strategic Gold level working group, established in response to the Covid pandemic
- operations following major incidents including murder occurring within the county and planned or forecast protests/demonstrations such as Black Lives Matter
- a working group established in anticipation of Brexit to consider policing implications
- providing input following major road traffic incidents.

BOARDS AND COMMITTEES

An important function of the IAG is to provide input and constructive challenge on a wide range of committees and boards run by the Force. This is an especially valuable and interesting aspect of our work where we have learned a great deal both individually and as a group about the challenges and issues faced by Lincolnshire Police, and we have been privileged to be able to contribute to discussions and thinking around significant issues. Our involvement has included representation or attendance at the following:

- Corporate Planning Framework Board - with oversight of Force planning and organisational frameworks
- Change Board - with responsibility for oversight and delivery of change projects
- Legitimacy Board - determining the effectiveness of the Force as one in which its staff are seen by the public consistently to behave fairly, ethically and within the law
- Quality of Service Board - with oversight of Force efficiency and effectiveness
- Workplace Wellbeing Board – focussing on HR policies and initiatives relating to officer and staff wellbeing
- Equality and Diversity Board - bringing together staff from across the force to look differently at how the police conduct their business while ensuring nobody is disadvantaged
- Special Operations Roads Policing Working Group - addressing roads policing and road safety across the county

- Modern Slavery working group - considering policing in relation to modern slavery policy and issues within the county
- Lincolnshire Police Volunteers Steering Group - coordinating the management of volunteer activities conducted in support of Force training and development activities
- Neighbourhood Policing working group - addressing the implementation of a revised neighbourhood policing strategy
- Ethics Panel - chaired independently of the police and IAG, supporting the Force in considering ethical issues in relation to policing in general and within Lincolnshire in particular

POLICIES, PROCEDURES AND CONSULTATIONS

During our regular meetings members of the IAG have the opportunity to raise and discuss a wide variety of topics and issues from their individual or community perspective. As part of the review we have begun to place particular focus on the introduction of a new Neighbourhood Policing strategy for Lincolnshire. This has allowed the group to voice suggestions, proposals and concerns where necessary regarding the implementation of the Force Neighbourhood Policing Engagement Plan and Operating Model. We are also represented on the Force's Neighbourhood Policing Group charged with oversight of that work.

The IAG has also been consulted on a wide range of policy proposals affecting both internal force management as well as more general policing matters where we have had the opportunity to express our views from an independent external perspective. These have included:

- proposals regarding the procurement and use of Tasers
- engagement by officers with Community Speedwatch volunteers
- proposals for leadership and promotion policy for sergeants and inspectors
- issues relating to the availability of physiotherapy resources for injured officers
- Force partnering with commercial organisations
- flag flying on Force buildings
- Force expectations of and preparation for the threat of violence as
- standard procedure

- the development of Lincolnshire's Roads Policing Policy
- LGBT+ media impact assessments
- an independent review of Lincolnshire Police Force culture
- contract management transformation programme addressing revised processes for call handling by the Force Control Room
- addressing public concerns on issues impacting on communities such as drug dealing
- discussing matters of public perceptions in relation to ethical issues such as officers 'taking the knee'
- priorities for the deployment of the additional officer uplift
- contributing to a radio broadcast on why violence breaks out in some crowds and not in others and what the police can do to reduce the risk of this happening
- we were also asked by the OPCC to suggest potential questions to be included as part of the Chief Constable recruitment process.

CONCLUSION

While the pandemic has made it a frustrating and unusual year in a number of ways, it is clear that we have made significant progress in developing and reinforcing the role and value of the Independent Advisory Group to policing in Lincolnshire. As a result of that progress we have recently embarked on a recruitment campaign to further bolster the capability and capacity of the group to 'make a difference'. As we begin to emerge from the shadows of Covid 19 we are looking forward with eager anticipation to an even more productive year in 2021.



David Williams

**Chair
Lincolnshire Police Independent Advisory Group**

