

Thursday, 25 November 2021

TORBAY RACISM REVIEW PANEL

A meeting of **Torbay Racism Review Panel** will be held on

Monday, 6 December 2021

commencing at **5.00 pm**

The meeting will be held in the Zoom Meeting - Virtual (meeting joining details can be found on the agenda frontsheet or agenda reports pack)

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Members of the Committee

Councillor Atiya-Alla (Chairman)

Councillor Barrand

Councillor John Thomas (Vice-Chair)

Councillor Steve Darling

Councillor Loxton

Kofi Yeboah-Aidoo

Kevin Dixon

Maia Thomas

Rehan Uddin

Together Torbay will thrive

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, Town Hall, Castle Circus, Torquay, TQ1 3DR

Email: governance.support@torbay.gov.uk - www.torbay.gov.uk

TORBAY RACISM REVIEW PANEL AGENDA

1. **Apologies**

2. **Action Notes**

(Pages 4 - 6)

3. **Declarations of interests**

- (a) To receive declarations of disclosable pecuniary interests in respect of items on this agenda

For reference: Where a Member has a disclosable pecuniary interest he/she must leave the meeting during consideration of the item. However, the Member may remain in the meeting to make representations, answer questions or give evidence if the public have a right to do so, but having done so the Member must then immediately leave the meeting, may not vote and must not improperly seek to influence the outcome of the matter. A completed disclosure of interests form should be returned to the Clerk before the conclusion of the meeting.

(Please Note: If Members and Officers wish to seek advice on any potential interests they may have, they should contact Governance Support or Legal Services prior to the meeting.)

- (b) To receive declarations of non pecuniary interests in respect of items on this agenda

For reference: Having declared their non pecuniary interest members may remain in the meeting and speak and, vote on the matter in question. A completed disclosure of interests form should be returned to the Clerk before the conclusion of the meeting.

4. **How do we make Black, Asian and Minority Ethnic lives matter at Torbay's public organisations? – To question representatives from Devon Partnership NHS Trust on the key question.**

5. **AOB**

Members of the public wishing to ask a question of the panel or attendees are requested to register in advance of the meeting.

The panel Chair invites members of the public to ask questions of the review panel for two minutes. Please register in advance by emailing your question to: equality@torbay.gov.uk.

Instructions for the Press and Public for joining the meeting

If you are using an iPad you will need to install Zoom which can be found in the App Store. You do not need to register for an account just install the software. You only need to install the software once. For other devices you should just be taken direct to the meeting.

Joining a Meeting

Click on the link provided on the agenda above and follow the instructions on screen. If you are using a telephone, dial the Zoom number provided above and follow the instructions. (**Note:** if you are using a landline the call will cost up to 13p per minute and from a mobile between 3p and 55p if the number is not covered by your inclusive minutes.)

You will be placed in a waiting room, when the meeting starts the meeting Host will admit you. Please note if there are technical issues this might not be at the start time given on the agenda.

Upon entry you will be muted and your video switched off so that only the meeting participants can be seen. When you join the meeting the Host will unmute your microphone, ask you to confirm your name and update your name as either public or press. Select gallery view if you want to see all the participants.

If you have joined the meeting via telephone, your telephone number will appear on screen and will be displayed for all to see until the Host has confirmed your name and then they will rename your telephone number to either public or press.

Meeting Etiquette - things to consider when attending a virtual meeting

- Background – the meeting is public and people will be able to see what is behind you therefore consider what you will have on display behind you.
- Camera angle – sit front on, upright with the device in front of you.
- Who else is in the room – make sure you are in a position where nobody will enter the camera shot who doesn't want to appear in the public meeting.
- Background noise – try where possible to minimise background noise.
- Aim to join the meeting 15 minutes before it is due to start.

Notes of the Torbay Racism Review Panel

17 November 2021

-: Present :-

Councillor Jermaine Atiya-Alla (Chairman), Councillor John Thomas (Vice-Chair),
Councillor Andrew Barrand, Councillor Robert Loxton and Councillor Cordelia Law

(Also in attendance: Councillor Anne Brooks, Councillor Barbara Lewis and Councillor
Chris Lewis)

30. Apologies

Councillor Steve Darling, Kofi Yeboah-Aidoo, Rehan Uddin, Maia Thomas and Kevin Dixon.

31. Action Notes from panel meetings on 18th August 2021 and 8th November 2021

The action notes from the meetings of the panel held on 18 August 2021 and 8 November 2021 were agreed as a correct record of the meetings.

32. Question and answer session with Andrew George and Yvan Clarke from the National Black Police Association.

The panel asked a range of questions to the representatives from the National Black Police Association and the key points that came out of the questioning were:

- It was explained that the NBPA was founded in 1998 and had started as informal networks in the Metropolitan Police but that the association has now developed to be present in nearly all police forces in the UK
- It was explained that there is still a wide disparity in representation of BAME police officers in the UK, this roughly equates to 93% white officers to 7% BAME officers – the NBPA explained that the national recruitment drive to appoint 20,000 officers was helping to increase this number but that the increases were only minimal, and this was also being impacted on by BAME officers leaving the force (generally between their first to fourth year of employment) - the NBPA offers advice and support to senior officers leading the recruitment drive
- The NBPA explained that BAME officers often in their experience feel they need to fit into the white dominated forces they work for, rather than maintain their cultural identity and often poor retainment of BAME officers is down to them feeling isolated and unsupported by their force

- One issue highlighted on BAME officer recruitment was that of candidates needing a C grade at GCSE English and that this was a barrier to candidates who are educated overseas – the NPBA was currently in the process of lobbying the Home Office on this issue
- The NBPA also explained that another barrier to recruitment was that BAME candidates often do not come from social networks where entering the police force is accepted as a career option and thus at times they struggle at interviews and test centres
- The NBPA stated that BAME representation was still very low at senior officer grades
- It was explained that there was a perception that BAME officers recruited only got in the force as there is a need to increase BAME officer numbers rather than on the quality of candidates
- The NBPA explained that BAME officers are twice as likely to face misconduct charges than a white officer and that more independence in this process was required to manage this issue - however it was explained that this statistic was only based on new data and that more work had to be done to understand this issue
- One issue raised by the NBPA was that some police forces do not include the NBPA in the induction process for new officers and that this stops the NBPA supporting those officers
- The NBPA explained that to tackle racism in the police force we need to move away from the ‘them and us’ model and develop empathy for race as a protected characteristic rather than what normally emerges which is hostility, the police needs to recognise the concept of institutional racism and use it as a vehicle to discuss and take action – however the biggest thing that the police and society needs to do is bring people who are different together more often so that they communicate and socialise and understand each other more, this is especially needed in areas such as Devon where the BAME population is so small that local understanding of race is also low
- The NBPA stated that police forces needed to do more to engage and collaborate with the BAME community but that it was not good enough to parachute in and then parachute out – the engagement needed to be sustained and meaningful
- In terms of improving recruitment for BAME officers the NBPA stated that they wanted to see more sustained engagement with BAME communities to build trust in the police, so it was seen as a career option, they also want to see BAME officers more involved in designing recruitment processes as at present this design process is dominated by white officers
- The NBPA stated that at present no police force in the UK is representative of the community they serve
- When asked what the council could do to help the NBPA explained that it wanted to see the wider public sector come out of its silos and work together on the issues related to race such as joint recruitment events – they also wanted the council to hold the relevant Police and Crime Commissioners to account on this issue

- It was explained that in the Devon and Cornwall police force there was currently a BAME staff network that was seeking to link with the NBPA
- Devon and Cornwall Police are acting on race issues in the police and have 10 strategic objectives on race - it was explained that the force is seeking to increase cultural awareness in its senior officers and is also undertaking a Cultural Audit via an external body which is due to report in mid 2022 with recommendations
- The NBPA explained that it would like to see more engagement with BAME young people to break down the barriers of joining the police as at times this can go against the cultural values of some BAME communities
- When asked where racist incidents happen most for BAME officers it was explained that it was often alcohol related incidents or in custody suites, but that BAME police officers faced micro aggression daily from the public and from colleagues – it was explained that tackling racism from colleagues was particularly difficult as it made you stand out
- The NBPA stated that Devon and Cornwall Police is always an area of concern in relation to stop and search disparity figures when they are released each year