

English Defence League and Right Wing

Experienced / Evidenced

The next date being planned for an EDL activity in Luton is Saturday 5.2.11. EDL organisers are suggesting this will be the 'biggest and best' event yet and 'The day to change Britain'. Unconfirmed intelligence continues to suggest that national division of the EDL will attend Luton with additional unconfirmed intelligence suggesting EDL supporters from Sweden, Poland, Germany and Holland may also attend.

No local complaints have been received regarding the alleged 'hacking' of the EDL website in December 2010. There have been no reported incidents at any of the addresses of EDL members / supporters released into the public domain, nor at any other EDL linked address in the town

There is no current intelligence or suggestion that the EDL will try to do anything in Luton before 5.2.11. However EDL leadership have expressed their opposition to the proposed multi faith prayer room in Luton's Arndale shopping centre. A prominent national EDL leader Guramit Singh was arrested by Cambridgeshire in relation to a speech delivered at the EDL event in Peterborough on 11.12.10. This person was granted police bail pending further investigation. Singh has recently been interviewed on national radio and made several references to the Luton event. His interview has received support from other EDL members.

A complaint has also been taken from a member of the public by Scarborough police regarding alleged racial comments on an EDL facebook page. The matter is being investigated.

The court trial of a prominent Luton / national EDL member Steven Yaxley Lennon at West London magistrates court did not commence as the Crown Prosecution Service

offered no evidence and the case against Lennon was dismissed. Approximately 60 EDL members had travelled to support Lennon. The group consequently spent their time in a nearby Public House.

EDL members are aware and taking a keen interest in an assault that occurred between pupils at Icknield High School in December 2010. There is some suggestion the assault occurred as a result of one pupil's objection to literature being distributed by CTS outside the school referring to 'Christmas being for non-believers'. An investigation into the assault is ongoing.

It is also believed that the EDL are in the process of producing a DVD and have contacted the mother of the assault victim to appear in the DVD. The mother has declined at this time pending the outcome of the investigation.

A local EDL member was arrested on 17.1.10 after a non EDL related policing operation in Luton. This person has been charged with serious offences and has been remanded. There is the possibility of a bail application at Luton Crown Court (LCC) next week (TBC). It is unclear whether local EDL members would attend to support this person if a bail application is made.

Both EDL and Call to Submission (CTS see below) members were given minimal airtime during the radio programme 'The Report' on 13.1.11. This radio programme does not appear to have had a significant impact in our local communities at this time.

Potential

As we have seen on a local and national level, **any EDL attendance in large numbers in Luton will result in a significant rise in community tension potentially leading to disorder** by EDL members or those within counter groups.

It is essential developments regarding the multi faith prayer room in the Arndale centre are monitored very carefully as this could provoke a reaction from the EDL leading to significant community tension.

It is also relevant the arrest of an EDL leader by Cambridgeshire police is monitored along with any associated press coverage. The arrest and any ongoing investigation could have a considerable impact on events in Luton particularly as the EDL event on 5.2.11 has been billed as a protest against the police.

Likewise the arrest and potential court appearance of a local EDL member should also be monitored and a policing response considered should this person appear at LCC for a bail application next week.

EDL holding a large event in Luton poses a clear and present threat to community cohesion and harmony in our town. Potential will become heightened as the planned demonstration in Luton on 5.2.11 nears. Significant partnership planning for this event is ongoing. A community engagement strategy has been developed to ensure our communities are engaged, informed and reassured and any increase in community tension is identified and addressed at the earliest opportunity.

UAF and groups likely to oppose EDL

Experienced / Evidenced

Unite Against Fascism (UAF) members and those from likeminded groups continue to promote a counter demonstration on 5.2.11 and are seeking national mobilisation of members to ensure maximum numbers attend Luton. There are also indications that student groups are being encouraged to join the opposition to the EDL.

It is also believed that representatives from Luton Love Music Hate Racism (LMHR), who support the UAF stance, attended a Socialists Workers Party meeting in Luton on 13.12.10 to seek additional support for a counter demonstration on 5.2.11.

UAF and LMHR have been distributing leaflet calling for mass opposition against the racist thugs from the English Defence League. Leaflets refer to an event being held in St George's Square 5.2.11. which is in contradiction to request from the police for UAF to occupy an alternative location in the town. UAF representatives have also indicated they wish to hold a demonstration in Bury Park the main Muslim area of the town. Whilst many in our Muslim communities sympathise with UAF views the general opinion from within our Muslim communities is that a large turn-out of UAF members in Bury Park would not be conducive in maintaining calm amongst the Muslim youth. UAF members were distributing literature in Luton town centre and Bury Park over the weekend 15/16.1.11

Contact has also been received from a male purporting to represent a group in Wales

call 'United Front'. There is no current intelligence relating to the existence of this group. The group has indicated they wish to protest against the EDL and would bring 800 members to Luton.

The proposed EDL event in Luton on 5.2.11 is generally common knowledge within all the main communities of Luton. Local and national newspapers have published articles regarding the event.

Consultation with members of our local Muslim communities reveals there is a lot of talk within the younger element about the EDL attending Luton, with comments being made about Muslim groups being better prepared to take on the EDL this time. Whilst there will be a degree of bravado in such comments we have seen in the past that elements within our Muslim communities can mobilise quickly when they desire to do so. A Muslim male was also seen to be handing out leaflets outside a local Mosque in Peterborough on 11.12.10 during the period of the EDL event. The leaflet was entitled 'keep the racist EDL out of Luton' inferring an invitation to Luton on 5.2.11.

Some unconfirmed intelligence suggests elements within the local Muslim youth are viewing 5.2.11 as an opportunity to have a go at the police.

Wider community concerns regarding the attendance of Pastor Terry Jones at the event on 5.2.11 are now diminishing with news being published that Pastor Jones is no

longer attending. It is unclear at this time of how the breaking news that Pastor Jones intends to speak at a meeting in nearby Milton Keynes in February will impact locally. However there are significant concerns within our local Muslim communities to the likely attendance of Guramit Singh as a result of the speech he delivered in Peterborough. Many in our Muslim communities have viewed this speech on youtube, which is widely recognised as being highly offensive to Muslims. Unconfirmed intelligence indicates that young Muslim men intend to travel to Luton from Peterborough, Birmingham, Bradford and Manchester as a result of Singh's likely appearance.

There is no intelligence regarding mobilisation of the 'Muslim Defence League' or any other similar Asian Defence League at this time.

CTS member Abu Aziz has posted a video on youtube in which he calls for Muslims to unite against the EDL in Luton on 05/02/2011. The video is titled '*MESSAGE TO THE MUSLIMS – LUTON EDL DEMONSTRATION 5th*'. At the end of the video the following message is displayed '*OH MUSLIMS LETS US UNITE AGAINST THOSE WHO WISH TO ATTACK ISLAM & THE MUSLIMS 5TH FEBRUARY 2011 LUTON BURY PARK BE THERE FOR THE SAKE OF ALLAH*'.

Aziz's details were posted on an EDL site and he was identified in the national media after his involvement in the poppy-burning incident in London on 11.11.10.

Flyers have been seen displayed in Bury Park advertising a meeting at Dallow Community Centre at 7.30pm on Saturday 29.1.11 entitled " *WARNING! THE EDL MARCH IS A TRAP* "

'The EDL are nothing but a PROVOCATION for the Muslims. They want to provoke the Muslims into VIOLENCE OR WANT TO SCARE THE MUSLIMS IN TO SILENCE. BE SMART AND UNDERSTAND THE AGENDA.

Remember it's the media and politicians who fuel the flames of anti-Islam.

It is unclear at this time who has organised this meeting but it is thought that Hizb-ut-Tahrir (see Section on CTS below) members could be involved.

Despite other significant issues / incidents occurring in Luton the proposed EDL event is by far the most prominent issue that is being talked about and causing major concerns in our communities.

Potential

Continued potential for a rise in community tensions as focus remains on the proposed EDL event for 5.2.11. Monitoring and planning for the event is ongoing. A strategic response has been developed involving local partners and community members. Clearly if a large UAF counter demonstration occurs on 5.2.11 attracting national UAF members and likeminded people the potential for conflict and disorder on the day will increase. On a national basis EDL events that have not received significant opposition on the day have usually passed without disorder.

The potential attendance of Guramit Singh to Luton presents a strong likelihood of provoking an adverse reaction from elements within our Muslim communities. If Singh attends and this becomes general knowledge or a perception develops that Singh is in Luton the potential for disorder to occur will increase considerably. Even if Singh does not speak or attend there is still potential for a mobilisation from within our Muslim communities leading to significant disorder.

As already highlighted the events proposed / planned in Luton on 5.2.11 poses a clear and present threat to community cohesion and harmony in our town.

Call to Submission

Experienced / Evidenced

Note; For the purposes of this document the now proscribed Call to Submission group will continue to be referred to by that name until further notice, although it is recognised that various group members are using alternative titles.

Generally members of the Call to Submission (CTS) group continue to leaflet on a near daily basis, mainly from stalls in the Bury Park area, occasionally in Luton town centre and outside higher education establishments. There was no sign of group members in Bury Park on Friday 14.1.11. It is suggested that members were at a Muslims Against the Crusades protest outside Belmarsh Prison on that day.

Both CTS and EDL members were given minimal air-time during the radio programme 'The Report' on 13.1.11. This radio programme does not appear to have had a significant impact in our local communities at this time.

Other than the comments posted by Abu Aziz regarding the EDL protest on 5.2.11 there is no intelligence to suggest CTS members will be prominent in Bury Park on 5.2.11. There are some community concerns however that even if CTS members are not visible their members will use the event on 5.2.11 to engage with and recruit young Muslims.

Of significant note is the appeal against conviction of three CTS members

convicted of offences under section 5 of the Public Order Act 1986 during the homecoming march of the Royal Anglian Regiment in March 2009. The appeal will be heard at the Royal Courts of Justice this Friday 21.1.11. The actions of CTS members and the reaction to them on the day caused significant community tension and resulted in prolonged national media coverage. Subsequent court cases were reported in the national media to a far lesser extent and did not create significant local tensions

The Muslim communities' perception of police inaction in relation to the proscribed group also continues, with the group's behaviour returning to the levels seen prior to them being proscribed. The communities' perceptions may not be visible but regular consultation reveals that they are real with the vast majority of our Muslim communities condemning the individuals and the actions of the group.

Local Liberal Democrat candidates have started canvassing for the forthcoming local election in May 2011. It is likely candidates representing the other main parties will soon follow. We have seen in the past CTS members have confronted candidates leading to complaints to the police. Whilst often no offences have been committed, expectations of

candidates / public coupled with police inaction reinforces the community perception pertaining to this group. The expectations of local candidates and our response to any complaints about CTS members during electioneering will need to be carefully managed.

It is vital that all officers remain aware and alert at all times to this extremist group and continue to obtain, where possible, any literature being distributed by this and other groups, as per the now revised operation Dengie trigger plan. All opportunities to log and deal with any complaints from the local Muslim communities with regard to CTS must be taken, as must any opportunities to gather intelligence regarding CTS activities and persons connected to the banned group.

Hizb-ut-Tahrir (HuT) retains a more political stance and regularly hold meetings at various locations in Luton, in addition to low key leafleting in the Bury Park area.

Their meetings on all previous occasions have passed off without incident or adverse impact within the local communities. **They are not currently a proscribed group.**

Potential

Due to the actions of CTS members both as a group and as individuals, which often attracts media attention both locally and national, there remains potential for a rise in community tensions in the local Bury Park area and more widespread across the town.

The appeal hearing on 21.1.11 has the potential to attract national media, particularly as this falls 2 weeks before the EDL '*return to where it all began*' for their protest in Luton on 5.2.11. Media coverage / spin of the appeal could impact on tensions in Luton both in the lead up to 5.2.11 and on the day of the protest. Dependant on the result of the appeal and any criticism levelled at the police, there is also the potential for reputation issues to occur for Bedfordshire police regarding the policing of the parade and associated protest on 10.3.09.

Although not always visible, as alluded to above, feelings remain high in our Muslim

community with reference to the group. There remains expectation of police action as CTS continue their previous behaviour of meeting, leafleting and disruption, not only in Luton but throughout the Country.

The revised Operation Dengie command structure and trigger plan continues to provide the local response to the CTS and HuT groups.

Derby – Pakistani males sentenced for sex offences on white girls

Experienced / Evidenced

On Friday, Mohammed Liaqat, 28, and Abid Saddique, 27, were jailed at Nottingham Crown Court after being found guilty at a trial in November of sexual offences including rape. All I/Ps were young white British girls. As a result the media has been debating the story of Street Grooming by British Pakistani Gangs

Former home secretary Jack Straw has said some UK Pakistani men see white girls as "easy meat" for sex abuse. The Blackburn MP was speaking after two Asian men who abused girls in Derby were given indeterminate jail terms. He said there was a "specific problem" in some areas where Pakistani men "target vulnerable white girls".

There has been strong condemnation in some quarters of Straw's comments. Keith Vaz, chairman of the home affairs select committee, said it was not a cultural problem and it was wrong to stereotype a whole community. And Barnados chief executive Martin Narey said the case was more about vulnerable children of all races who were at risk from abuse.

According to research by the Daily Mail this week, since 1997 there have been 17 prosecutions involving on-street grooming of girls where at least two men were convicted. Out of a total of 56 convictions, 53 of those defendants were Asian, with the remaining three white.'

There are some concerns within elements our local Pakistani communities regarding the comments made by Jack Straw and the impact this may have on how Muslim / Pakistan communities are viewed in the wider sense. However there has been no significant reaction from within any local community at this time and no visible sign of community tension.

Potential

As there has been no significant reaction in Luton to date, potential for community tension to develop is now diminishing.

As well highlighted in this document there is significant potential for community tension / disorder relating to the EDL event in the town on 5.2.11. There is clear potential for the EDL to use such issues to increase their membership and fuelling tension surrounding the event on 5.2.11.

All SNT staff should be aware of this matter and the ongoing media coverage and monitor tension within their geographical areas as appropriate.

Preston Pals

Experienced / Evidenced

A letter has been received at Luton Police station allegedly from 'Preston Pals' In honour of the men of the 5th Battalion the Royals. The letter was in the name of Tony Bamber (secretary). Bamber is known to be a BNP activist.

The letter requests the Divisional Commander to join a campaign for the abolition of the heroin trade, a trade that can only be abolished if the Muslims decide to abolish it. The letter was accompanied by a booklet of eight A5 pages. The booklet blames Muslims

for the heroin trade in the UK and calls for Muslims to apologise and pay compensation.

Similar type letters / leaflets have been received by other forces both recently and historically. In 2008 a similar leaflet was distributed to households in Preston, Burnley and Pendle. As a result a police investigation was conducted.

There is no suggestion at this time that such leaflets are being distributed in Luton.

Potential

Low potential at this time for community tension, as there is no evidence to suggest these leaflets are reaching the public domain in Luton.

Critical Incidents

There are no outstanding critical incidents at this time.

All other national and international events are currently having no visible impact on our local communities.

SIGNIFICANT DAS AND ANNIVERSARIES including local, national

18 - 25.1.11

Week of Prayer for Christian Unity (start) (Christian)

First celebrated in 1908. The days of 18-25 January (regardless of the days of the week involved) were originally chosen because they covered the days between the feast of St Peter and the feast of St Paul. Some churches and regions use a different week.

21/01/11

St Agnes: Christian

Patron saint of girls, She is the patron Saint of Chastity, gardeners, girls, engaged couples, rape victims, and virgins and was martyred at the age of 13.

22/01/11

Luton Town FC v Gateshead 3pm KO

No significant community issues anticipated. Football order and assessment refer.

25/01/11

Luton Town FC v Grimsby 7.45pm KO

No significant community issues anticipated. Football order and assessment refer.

25/01/11

St Pauls : Christian

Anglicans and Catholics celebrate St Paul's conversion on the road to Damascus. Saint Paul is undoubtedly one of the most important figures in the history of the Western world. Just a quick look at the headlines of his life are enough to understand his impact; his works are some of the earliest Christian documents that we have, 13 of the 27 books of the bible are written by him, and he's the hero of another, Acts of the Apostles.

25/01/11

Burns Night: Scottish

Celebrates the birth of Robert Burns in 1759. Whisky drinking, poems to the Haggis and a general Jacobite jump-up.

APPENDIX A

Experienced Assessment definitions

1	Imminent	Corroborated evidence of preparation for crime and disorder – e.g. groups gathering, weapons being prepared etc.
	High	Substantial evidence of fear of crime and/or disorder along with evidence of preparations to deal with the consequences – e.g. boarding up of shops.
3	Moderate	Evidence of widespread alarm at current tension levels. Local media reporting that tension is raised with local opinion formers and/or significant local people stating their fears.
4	Moderate	Corroborated evidence that a significant number of people in the community in question or across communities fear crime and/or disorder. They expect crime and disorder to happen if no action is taken to prevent it and/or another event serves to increase tension.
5	Raised	Some corroborated evidence of fear of crime or disorder within the community. The crime and disorder feared would be of low intensity and/or experienced by a limited range of people.
6	Normal	Limited community concerns that tension will rise and that, even if it did, the impact will be

		minor.
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Evidenced Assessment definitions

1	Imminent	Tension indicators indicating crime and/or disorder to be expected within hours – e.g. stockpiles of weapons discovered, groups gathering on streets, opposing groups planning to demonstrate. Community and/or criminal intelligence suggests disorder is likely to develop within hours.
2	High	Levels of crime and/or disorder raised along with evidence of serious offences having been committed. Tension indicators showing sustained hostility between particular groups or towards police. There may be evidence of activity by extremists groups. Disorder may have happened in the recent past. Community and/or criminal intelligence suggests disorder or crime likely to develop within days.
3	Moderate	Substantial rise in crime and/or disorder combined with substantial corroborative evidence of other tension indicators. Particular communities may be targeted. Community and/or criminal intelligence suggests disorder or crime is likely to develop unless responses are developed.
4	Moderate	Crime and/or disorder levels clearly raised above normal. Other tensions indicators –e.g. assaults on police, racist graffiti etc. – providing corroboration. Levels may indicate targeting of specific communities. Levels well above normal. Community and/or criminal intelligence suggests disorder or crime may develop but that steps can be taken to prevent such development.
5	Raised	Evidence that crime and/or disorder levels are raised when compared to the normal levels. Raised levels may indicate targeting of particular communities. Levels not substantially above the normal. Information sources do not suggest that crime and/or disorder will develop.
6	Normal	No indication in police crime and disorder reporting that tension is above normal.

Potential Assessment definitions

1	Imminent	Local, national or international events, taken alone or in combination, expected to lead to outbreaks of crime and/or disorder within hours.
2	High	Local, national or international events, taken alone or in combination, expected to lead to outbreaks of crime and/or disorder within days.
3	Moderate	Local, national or international events, taken alone or in combination, expected to raise substantially local experienced and evidenced tension. The expected rise in tension may be localised geographically or within communities.
4	Moderate	Local, national or international events, taken alone or in combination, expected to raise local experienced and evidenced tension. The expected rise in tension may be localised geographically or within communities.
5	Raised	Local, national or international events, taken alone or in combination, may lead to limited experienced or evidenced raising of tension. Any expected tension may be localised geographically or within communities.
6	Normal	No issues locally, nationally or internationally that would impact on local communities sufficiently to cause abnormal tension levels.

Jim Thakoordin B.A Hons., P.G.C.E., Dip. Oxon., M.B.A..

310 Manor Road, Woodside, Luton, Bedfordshire LU1 4DN

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Ivor Twydell
Divisional Commander
Luton Police Station
Buxton Road
Luton LU1 1SD

Dear Ivor

Thank you very much indeed for your kind letter. Doreen and I do appreciate your support and we both look forward to working with you as and when it is appropriate to do so.

We have had our fourth grandchild recently and we are both spending a great deal more time with our two children and four grandchildren as well as making more time for each other.

We have both joined the Living Well Health and Fitness Club in Luton and the many activities at the Club have really helped us to relax and to take care of our health.

I am still involved with the Luton Committee for Racial Harmony and I am certain that we will continue to work together as we have done over the years improve community safety and to promote fairness, equality and good Police and Community Relations.

I will certainly contact you if there is a need to do so in the future and I hope you will do the same.

Yours sincerely

Jim Thakoordin

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1 October 2004

Detective Superintendent Liz Coulson
Head of Professional Standards
17 Bedford Road
Sandy
Bedfordshire
SG19 1EL

Dear Liz

Thank you very much indeed for your kind letter. Doreen and I do appreciate your support and we both look forward to working with you as and when it is appropriate to do so.

I will miss the IAG very much and I want to thank you personally for the considerable impact you have made to the work of the IAG. I am sure your work with the IAG will continue to grow and will have an impact on the Police Service across the County.

We have had our fourth grandchild recently and we are both spending a great deal more time with our two children and four grandchildren as well as making more time for each other.

We have both joined the Living Well Health and Fitness Club in Luton and the many activities at the Club have really helped us to relax and to take care of our health.

I am still involved with the Luton Committee for Racial Harmony and I am certain that we will continue to work together as we have done in the past to improve community safety and to promote fairness, equality and good Police and Community Relations in Bedfordshire.

I will certainly contact you if there is a need to do so in the future and I hope you will do the same in the interest of good policing standards and community relations.

Yours sincerely

Jim Thakoordin

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1 October 2004

Geoff Comb
Detective Chief Superintendent
Divisional Commander 'Q' Division
Police Headquarters
Woburn Road
Kempston
Bedford
MK 43 9AX

Dear Geoff

Thank you very much indeed for your kind letter. I enjoyed working with you over the years and I have always had respect for you as a person and your work. I would like to wish you every success for the future. I am sure you will do some good work in the background. Perhaps Alan Marlow would like to put your extensive experience and professionalism within the Police Service towards supporting his work at Luton University. I understand that he has a Professorship at the University. Luton Committee for Racial Harmony would also like to engage you in some of our work on Policing and Community Relations. You are a person with a wealth of knowledge.

My wife and I have cut down on much of our voluntary work. We have had our fourth grandchild recently and we are both spending a great deal more time with our two children and grandchildren as well as making more time for each other.

We have both joined the Living Well Health and Fitness Club in Luton and the many activities at the Club have really helped us to relax and to take care of our health.

I am still involved with the Luton Committee for Racial Harmony and I am committed to working with the Police where possible, as I have done over the years to improve community safety and to promote fairness, equality and good Police and Community Relations.

Kind regards and best wishes to you and your family for the future.

Yours sincerely

Jim Thakoordin

10 May 2004

Chief Superintendent Stephen Leach
Lead Tutor BCU Performance
CENTREX NPLC
Bramshill
Hook
Hampshire RG 27 OJW

Dear Stephen

Participating in further training at Wyboston 29 November and 3 December 2004

Thank you for your letter of 9 March in respect of the above. I would be delighted to participate in further training as outlined in your letter.

I very much look forward to working with you and your team again. I have been re-elected as Chair of Bedfordshire and Luton Independent Advisory Group for another year.

Best wishes.

Yours sincerely,

Jim Thakoordin

Police Training - 4 March 2004

Community view of policing issues

Jim Thakoordin

Chair - Luton Committee for Racial Harmony

Chair - Bedfordshire Independent Advisory Group on Policing

Jim has a Post- Graduate Teacher's Certificate in Education, a BA Hons. in Government and Sociology, an Oxford Diploma in Social Studies, an MBA in Business Administration and a Certificate in Counselling Skills. He has worked as a Regional Trade Union Officer, a College Lecturer, a Senior Civil Servant, Manager in local government and a Trainer and Management Consultant. Jim has been involved in designing, delivering, monitoring, evaluation and writing on a wide range of education and training in colleges, the public and private sectors for over 18 years.

Over the last decade Jim has been involved in advising Chief Executives, Senior Managers, Civil Servants and Government Ministers on Education and Employment issues. He has served on several local, regional and national government bodies, voluntary and statutory bodies and charitable agencies, including The Further Education Funding Council, NHS Trusts, Employment Tribunals, Social Security Appeals Tribunal Governing bodies of High Schools, Colleges and Universities, County and Borough Councils and national policy forums.

During the last decade Jim has written several publications and Training Manuals on a range of Equality, Quality, Management and Education issues. He has advised Government Agencies in Europe and North America on Race Equality Legislation, Cultural and Community Awareness.

Jim has been a member of Industrial Tribunals, Chair of High Schools, member of Colleges and Universities governing bodies for many years. He also served as a member of the Education and Employment Commission, chaired by the Rt. Hon. David Blunkett MP, Secretary of State for Education and Employment; the Association of County Councils, member of Ashford Police Training College Management Committee, Non-executive Director of an NHS Trust, member of a Police and Community Consultative Committee, and has served on the Board/Executive Committees of several local and national voluntary and charitable organisations.

Jim has assisted a wide range of colleges, local authorities, public and private sector employers in the design, implementation, monitoring and evaluation of strategic policies, plans, guidelines and structures to address institutional and cultural barriers to equal opportunities.

Jim Thakoordin

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Slide 1.

Inspector Training - Community view of policing issues

➤ **5 KEY AREAS IN POLICING**

- **PERCEPTIONS**
- **PEER PRESSURE**
- **PERSONALITY**
- **PROGRESS**
- **PROFESSIONALISM**

Slide 2

➤ Policing in Britain - post Scarman (1981)

- Historical aspects - Legal, community, cultural and demographic changes
- European comparisons
- Working with communities - style, approaches, respect and partnership
- Expectations - high and diverse
- Perceptions - still negative in parts and mixed feeling about becoming a police officer
- Ethnicity, the environment and criminal behaviour - being politically correct sometimes not telling it as it is
- Different perceptions from different groups, community representatives, young people, elderly, men, women etc

Slide 3.

➤ **McPherson and the next decade**

- **Image, culture and impressions**
- **The role of the police service in a changing society - social, criminal issues**
- **Values and lifestyles, new skills for officers**
- **Honesty, communication, involvement of the community - information getting through to the officer on the beat**
- **Respect - believe people, explaining options, say what you will do and provide feedback**
- **Acceptance of diversity**
- **Clear vision of strategic direction - say what you mean and mean what you say. Not too many glossy publications**
- **Local factors - urban/rural character**
- **The best and the worse in all areas and in all communities**
- **Luton - age, ethnicity, culture and demographic factors**

Slide 4

➤ **Community Consultation & Involvement**

Consultation strategies should include:

- **Developing register of community groups and representatives**
- **Informal briefings - remembering names and faces**
- **Organising regular meetings well in advance with specific issues in mind**
- **Establishing links with the county-wide Independent advisory group on policing**
- **Consultation on policy issues such as Racial Harassment**
- **Encouraging local community groups to organise meetings to indicate ownership**
- **Involving community in quality assurance issues**
- **Involve all groups including Black, Asian, minority ethnic, women, youth, disabled, pensioners and travellers groups**
- **Local officers could become committee members of youth and/or community organisations**
- **Balance between law enforcement and social service**

Slide 5

➤ Publicity and marketing

- **Organise on ward and divisional levels as appropriate**

- **Involve community in quality assurance issues such as monitoring of racial attacks, stop and search**
- **Provide feedback on key incidents such as serious asylum and refugee issues**
- **Make full use of local community newsletters by contributing small articles or issue factual information helplines etc**

➤ **Building bridges**

- **Encourage local officers to participate in local community events, sports, forums, meetings and discussions**
- **Share concerns, information, ideas and plans with local people**
- **Build trust, respect, confidence amongst community groups and key individuals**
- **Demonstrate willingness to listen and learn and understand the difficulties facing different groups**
- **Recognise that there are often strong differences within ethnic, cultural, religious, gender, socio-economic and age**

Slide 6

➤ **Policy Issues**

- **Organise meetings to review specific policy on issues**
- **Involve community in induction of new recruits**
- **Involve community in training and development of new recruits**

- **Involve community in small projects through partnership arrangements**
- **Encourage officers to attend significant community and cultural events**
- **Set-up community focus group as appropriate**
- **Provide feedback on major incidents such as civil unrest or murders**
- **Organise induction events for community leaders to recognise policing styles, policies and practices**
- **Set aside small sums for partnership projects**
- **Organise open days for selected groups or individuals to visit police headquarters**

Slide 7.

➤ Training research and information

- **Maintain up-to-date profile of community groups**
- **Provide cultural, religious, racial, gender, disability and lifestyle awareness for all officers**

- **Involve community leaders in training and development issues**
- **Encourage community groups to visit police stations to see how they are managed**
- **Make full use of local community newsletters to advertise jobs in the Uniform and civilian grades**
- **Make available summary of key reports to community groups as appropriate**

Slide 8

**The ACPO Diversity Development
Strategy**
“Increasing Trust and Confidence”

Vision

To increase the trust and confidence of all sections of the community by ensuring that police staff have the knowledge, understanding, skills, attitude and behaviour to deliver a quality service.

Strategic statement

There is a need for continuing cultural change within the Service; the needs of all are ever changing. The Service needs to attract people from all sections of our diverse communities and not place people in distinct boxes or label them. It is recognised that in order to offer a professional quality service, we need to interact effectively with everyone. It is recognised that clear leadership is essential to drive the cultural change that is required. Leadership applies to all levels and will be driven by example from the top.

This Diversity and Development Strategy provides a framework to enable the Service to deliver the changes throughout the organisation.

Strategic Priorities and Action Plan

Our Strategic Priorities

The role of the Police Authority can be identified in all the six areas outlined in the current Policing Plan, however, we have a particular focus on:

- **Maintaining a citizen focus in all that we do**
- **Managing resources in an effective and efficient manner**

Involving People with Disabilities

Our Disability Equality Scheme has been developed with the involvement of disabled people. A small reference group with representatives from the deaf community, visually impaired community, mental health, physical disabilities and learning difficulties have met at the Police Authority on two occasions to identify the areas the police authority need to concentrate on. The group identified three areas:

- ❑ **Communication and access to Information**
- ❑ **Access to policing services**
- ❑ **Consultation**

In addition to the formation of the reference group the Authority has also gathered disability monitoring data by issuing all its Members and staff with a questionnaire.

The approach we have taken has been proportionate in the context of the size of our organisation and the available resources. It has been agreed with the reference group that they will meet on a

quarterly basis to monitor the Disability Equality Scheme. The reference group will also work with the Authority over the coming months to develop their action planning for years 2008 and 2009.

Delivering the Disability Equality Scheme

The Authority will seek to mainstream disability equality in all its functions and policies over the life-time of the scheme. The action plan will provide the framework from which our work will emerge over the next three years. The action plan will be formed around the following areas:

- **Impact Assessment**
 - **Accessibility**
 - **Community Engagement (with a priority on access to information, access to services and consultation)**
 - **Employment**
 - **Procurement**

Impact Assessment

Bedfordshire Police Authority is currently impact assessing its core functions, strategies, policies and practices for any adverse equality impact on race, age, gender, sexual orientation, religion and belief and disability. The purpose of impact assessment is to ensure that all our decisions and activities do not disadvantage disabled people, and also to identify where they might better promote equality of opportunity, including consideration of where the different parts of the disability equality duty (such as promoting positive attitudes) might be built into those policies and practices.

We have developed a template for use when assessing our policies, procedures and practices and this is attached as Appendix 1. The impact assessment process is managed within the Policy Unit of Bedfordshire Police Authority. All our staff and some Police Authority members have received training in how to impact assess. Each core function to be assessed has an identified team comprising a Lead Officer and Police Authority member, an IAG member, an expert in the area being assessed and an equality advisor.

There is still a significant amount of work required to impact assess our functions, procedures and practices and to make sure that the process of impact assessments is effective and becomes a mainstream activity of the organisation.

It is our intention to improve the current impact assessment process through the involvement of disabled people and to make sure we publish the results of all our assessments.

The Authority intends to use the findings from the impact assessments to develop their action planning for years 2008 and 2009.

We will also ensure that the process for impact assessment, undertaken by Bedfordshire Police, is robust and the results published.

Accessibility

The Bedfordshire Police Authority building, based at Police Headquarters in Kempston, Bedford, was built in 1995 and has disability access. We have recently carried out an access audit on the

building and issues highlighted in the report will form part of this Scheme's action plan. The access audit report is attached at Appendix 2.

Our actions for the coming year will include:

- Undertaking any building modifications that are required

Community Engagement

We know from existing data that a great many disabled people respond to our consultation. However, community engagement is much more than consultation. Community engagement encompasses a variety of different approaches: consultation, communication, information gathering, provision of information and feedback. Community engagement also takes place at a number of different levels: the strategic level (service wide); the operational level (divisional level); and the community level (neighbourhood and ward level) that empower residents to both express their views and influence how their particular policing needs and priorities are met.

Our actions over the next year will include:

Consultation

- Exploring different ways of seeking the views of disabled people at the strategic level.
- Monitoring Bedfordshire Police's community engagement activity to ensure that the views of disabled people are being taken into account at the divisional and local level.

Communication

- We will look at different ways of communicating with disabled people, including looking at how we distribute our publications.
- We will impact assess all our statutory publications to ensure they are DDA compliant.
- We will monitor Bedfordshire Police's corporate communication strategy to ensure that disabled people have access to information in the format required.

Information

- Raise awareness of the roles and responsibilities of the Police Authority
- Ensure people with disabilities know how to contact their local safer neighbourhood policing team

Employment

The Authority has a small number of staff and does not undertake recruitment on a regular basis. Independent members are recruited once every four years with guidance on recruitment procedures provided by the Home Office. The recruitment of Chief Officers is also undertaken on an infrequent basis and again recruitment is conducted in line with Home Office guidelines. However, through impact assessment we will ensure that in our own recruitment procedures the Authority takes account of the DDA and establishes, where appropriate, what reasonable adjustments might be required to enable a disabled person to carry out the particular role in question. The Authority will seek to ensure that reasonable adjustments can also be applied not only to recruitment of our own staff but also to independent members, independent people sitting on our Standards Committee and Independent Custody Visitors.

Our actions will reflect the following priorities:

- ❑ Impact assessing the Police Authority's recruitment policies and procedures
- ❑ Train our Members and staff in disability awareness
- ❑ Ensure that Bedfordshire Police promote disability equality in employment opportunities

Procurement

Bedfordshire Police Authority will make sure that its procurement policies and practices take account of our legal duties to promote equality and in this instance to make sure we are meeting the disability equality duty. We will do this by undertaking the following;

Approving and monitoring Bedfordshire Police's procurement service.