WITH COMMUNITIES, FOR COMMUNITIES.

CLEO LAKE
Green Party Candidate
Police & Crime Commissioner
Avon & Somerset

MANIFESTO
2021

#CLEO4PCC
I am a brave, determined, caring woman who is committed to listening and action, cohesion and justice. ‘With communities for communities’ my simple but sincere pledge. I am Bristol born with family and professional connections in Somerset and have:

- Over a decade of working in community development through the arts.
- Experience as an elected Councillor in Bristol since 2016.
- Served as Lord Mayor of Bristol 2018/19 which involved attending over 800 engagements, drafting and delivering numerous speeches and Chairing the Full Council meetings in Bristol.
- Local Government Association appointed member of National Fire Safety Management Committee and a Fire Diversity Champion.
- My highlight in local government has been my service with Avon Fire Authority of which I have Chaired the Diversity Inclusion Cohesion and Equalities Committee from its inception in 2017 until date (now the People and Culture Committee). As such I have first hand experience of both supporting, and positively scrutinising a major institutional culture change journey.

I will:

- Appoint a Deputy experienced in delivering systemic change and budget scrutiny to ensure systemic reform and value for money.
- Centre victims.
- Have a preventable approach to crime and allocate budgets towards interventions.
- Reduce the use of Stop and Search in part through developing new guidelines regarding the easing of policing of personal drug use.
- Improve diversity and gender balance.
- Complete setting up the ethics committee and support their work.
- Ensure our police force to recognise the widespread nature of covert racism in society as a whole and take steps to reduce this within our police force.
- Authorise a cultural survey to assess racism, sexism, bullying and any other systemic problems within our police force.
- Empower the Independent Advisory Groups and create an IAG led by young people.
- Require senior commanders to give a monthly verbal update at public meetings in each local or district authority area.
- Work with the Police Federation to listen to the concerns of police officers, and with Unison to listen to the concerns of civilian employees.
WHAT’S THE PROBLEM?

We have gone through a year of great challenges and we face a further period of change as we recover from the pandemic and continue to move further into austerity, all whilst the consequences of inequality, rising unemployment, mental health, the climate emergency and Brexit will continue to make themselves felt.

We need a police service that is:

- Cost effective
- Transparent
- Trusted to intervene and deliver on citizens priorities and keep citizens safe.

During this last year, trending concerns that I am aware have included:

- Road safety & pedestrian prioritisation
- Tackling online fraud
- Rising domestic violence
- Mental health

“... It will be my job to ensure that resources are effectively allocated to address these concerns and that they are featured within the Police & Crime Plan.

We also cannot ignore the international call of Black Lives Matter, the rising level of racism against Asian people, violence against women especially in light of the murder of Sarah Everard, and the rising opposition to the Police, Crime & Sentencing Bill. All these factors will make continued and new demands on our Police and we need to ensure they are ready to meet them. We need a police institution that is supported, equipped and ready to face the future.”
Number of stop and searches between September 2020 and February 2021 in

AVON & SOMERSET COMMUNITIES

<table>
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<tr>
<th>Race</th>
<th>Crime rate per 1,000 residents 2019/2020</th>
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<td>Black</td>
<td>11.933</td>
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<tr>
<td>Mixed</td>
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<tr>
<td>Asian</td>
<td>3.575</td>
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<td>White</td>
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<th>Age group</th>
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<td>18-24</td>
<td>1,498</td>
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<td>1,113</td>
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<td>25-34</td>
<td>1,165</td>
</tr>
<tr>
<td>10-17</td>
<td>874</td>
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https://www.police.uk/pu/your-area/avon-somerset-constabulary/performance/stop-and-search/?tc=85134
https://www.police.uk/pu/your-area/avon-somerset-constabulary/performance/compare-your-area/?tc=85134
WHAT’S THE SOLUTION?

The Police and Crime Commissioner (PCC) is a post created to introduce a level of public accountability to our police force on behalf of the communities they serve. The PCC appoints the Chief Constable, develops the budget and creates the Police and Crime Plan which sets the strategic direction.

Greens believe in consensus. Our Police cannot be reformed by imposing on them a new way of working that they don’t believe in. Changing the culture and ways of working within any large organisation requires specialist skills. I would appoint a Deputy PCC experienced in delivering systemic change, within criminal justice and institutions, with the sole task of developing and introducing new ways of delivering policing by consent.

Although systemic reform will be my overriding priority there are areas on which I would like to place particular emphasis.
Public safety, trust & cohesion

I have a huge wealth of experience in building bridges between communities and institutions. My unique perspective will enable me to bring the voices of unheard communities to the police that will help to build trust in a way the police haven’t fully been able to achieve yet. By doing this our society will be better for everyone.

Support Police decision-making

Police on the streets need to make hundreds of decisions each day, every day, each is important, and each helps to create the kind of community we live in. I will finish the process of setting up the Ethics Committee and embedding its work into the policing plan. This will help put harm reduction at the forefront of police decision-making.

Stop and Search

The use of stop and search is very divisive and rarely results in the prosecution of serious crime. It also has the direct effect of making sections of the population who are disproportionately affected, feel alienated from the police which in turn can hamper the detection and prosecution of serious crime. I would actively work with the Chief Constable to refine the use of stop and search, taking inspiration from Bedfordshire’s community scrutiny panel approach.

Stay Local

Since 2017, the Directorates of our Police have been centralised. This means that ‘Response’ and ‘Neighbourhood’ teams are not managed together on a local level. Police with local responsibilities tend to prioritise working alongside their communities, and working with consent, but specialist squads roving over the whole area do not have the same incentive to maintain good long-term relations. I will take advantage of the government’s new promised police officers to make sure that these are all deployed in local roles, developing and expanding community safety. I will write a policing plan which empowers locally-responsible police commanders to influence all operational decisions with a bearing on their neighbourhood.

Listening

Our Police need to do more active listening. The system of Independent Advisory Groups (IAGs) needs to have a more prominent role in shaping and scrutinising what the police do and how they do it. I will improve and better fund IAG’s. I will also ask that senior commanders give a monthly update at a public meeting held within each local authority. This is intended to increase accountability and bring problems out in a meeting and not on the street.

Drugs

The misuse of drugs, both legal and illegal damages the physical and mental health of many people, but actively prosecuting those holding small amounts of illegal drugs for personal use criminalises many who would otherwise be law abiding citizens. It also takes up police time which could be better used elsewhere. I will lobby government and promote a lenient policing approach to ensure small scale users and growers are not targeted for prosecution and if caught will be offered alternatives to being charged with a criminal offence. I would also support the setting up of drug treatment rooms.
Whatever lies ahead I will ensure that victims are at the centre, that they feel respected, listened to and taken seriously. I do not underestimate the impact that internet fraud, domestic violence, and road crime have on their numerous victims. When victims are in agreement, I support the use of restorative justice to reduce the impact of crime on victims.

I also recognize the need for sensitivity for victims including those who are victims of modern-day slavery which can also be a consequence of people trafficking. In such cases it is important to work with other agencies so that the victims can feel safe and supported without fear of immediate deportation. It is important to me that we can understand the extent of modern-day slavery in the area and work hard to combat it.

Sex offences bring a particular set of challenges. HM Inspectorate has estimated that between 2016 and 2020 Avon & Somerset wrongly cancelled 20% of sexual offences investigations. That’s 2,000 victims in every 10,000 who feel completely let down and we must do better. I will insist that more will be done to ensure that victims are supported through the whole process from first reporting a crime to the eventual court case.

I understand that working for the Police can be both very rewarding and very stressful and that Police staff need to feel supported. I also recognise that the reforms that I propose, whilst welcomed by many, will not be supported by all. Reform or change is not easy and is stressful in itself. I will therefore seek to be in regular dialogue with both the Police Federation and Unison to hear the concerns of those that they represent.

In 2016 a Crime Data Integrity inspection found that our police force ‘needs improvement’. In 2017 it was deemed institutionally racist. Covert racism exists everywhere in our society and the police are no exception. I want our police force to recognise the scale of the problem and take steps to begin the process of change.

It is important that the police reflect the communities they police not just in terms of gender and other protected characteristics as well. This requires recruitment and retention through ongoing support of new recruits and a significant programme of culture change learning.

To quantify where the institution is with regards to institutional attitudes, a cultural survey will be conducted.

With deeply concerning messages around knife crime and county lines, I believe it is imperative that there is increased funding for youth interventions and family/community support as a preventative measure. I will also launch a youth led IAG to improve understanding and communication between young people and our Police.

In 2018 the Bristol Youth Offending Team (YOT) was told that the service ‘requires improvement’ by Her Majesty’s Inspectorate of Probation. I would investigate this further and offer support to local authority youth services and the education system to avoid school exclusions, for example.