

20.09.22

15 Deputy C.S. Alves of the Minister for Home Affairs regarding police and customs officer training (OQ.250/2020):

Will the Minister advise what training, if any, police and customs officers currently receive in unconscious bias?

Connétable L. Norman of St. Clement (The Minister for Home Affairs):

States of Jersey Police officers receive input on unconscious bias through training provided. In addition, officers receive College of Policing accredited vulnerability training that covers bias towards hard to reach and vulnerable groups, for example missing persons, adults at risk, modern slavery, sex workers, *et cetera*. Jersey customs and immigration officers must adhere to an equality and diversity policy which applies to all government employees. Additionally, since the beginning of this year all new starters have received the new government induction programme called My Welcome. This includes a module on diversity, inclusion and belonging which covers unconscious bias. It is planned that this will now be rolled out to all employees, including existing officers at Jersey Customs and Immigration Service.

4.15.1 Deputy C.S. Alves:

Given the answer to my Written Question today, 334, which suggests data impacted on who was stopped and questioned unless a search takes place; how is the Minister measuring and monitoring whether unconscious bias is present and if the training is having an impact?

The Connétable of St. Clement:

What I can say is this sort of situation would be measured by any complaints which are received. If the Deputy has any suggestions that there has been inappropriate behaviour by either a police officer or customs or immigration officer that she must bring it to the attention of the chief officer of the relevant department.

4.15.2 Deputy I. Gardiner:

I would like to ask the Minister if there was any consideration given or any training given on cross-cultural communication, including non-verbal communication skills?

The Connétable of St. Clement:

That is a very detailed question. I am not privy to the detail of the training that is provided, but I tell you what, I have got absolute confidence in the States of Jersey Police and the customs and immigration service who conduct themselves in an excellent manner. As I say, if there is any doubt about that at all I would be grateful if the Deputy or anyone would bring it to my attention.

4.15.3 Deputy M. Tadier:

Is the Minister for Home Affairs aware of any conversations around the establishment of an equalities and human rights commission in Jersey which could have the benefit of providing a framework for issues such as unconscious bias but more generally around issues of discrimination and human rights?

The Connétable of St. Clement:

I am not aware of any such discussion and certainly I am not privy to any.

4.15.4 Deputy R.J. Ward:

Would the Minister not say that it is a wholly inadequate way to measure the quality or not of unconscious bias training by waiting for complaints to be made, which many people on the Island would simply not do because they cannot understand the complaints process?

The Connétable of St. Clement:

I really do not know how else to measure this. I mean, certainly the department has an equality and diversity working group which meets regularly. If there are issues in this area, with the police or with the customs and immigration service, please let me know, but I am not going around looking under the tables to find out if there are any issues because unless people are concerned about them I am not going to be looking for them. If there are issues, tell me about them, but if there are no issues let them get on with their job.

4.15.5 Deputy C.S. Alves:

In light of some of the concerns that have been raised, would the Minister consider asking at the very least the customs officers to keep some kind of record of who is being questioned, not just who is subsequently searched?

The Connétable of St. Clement:

I certainly can ask the Chief Officer about that but there are many people who come into this Island every day, or certainly there used to be pre-COVID, and hopefully there will be again in the not too distant future, but certainly I can put that question to the Chief Officer at customs and immigration.