Independent Office for Police Conduct (IOPC) Youth Panel:

Key Findings & Recommendations 2019

IOPC Independent Office for Police Conduct

LEADERS UNLOCKED

YOUTH PANEL

Introduction

Existing evidence indicates that young people are less likely to make a complaint about the police than older people. The findings of the IPCC's 2014 survey into public confidence in the complaints system demonstrated that young people and people from BAME (Black Asian and Minority Ethnic) communities in particular lack confidence in the complaints system[1].

The IOPC Youth Panel was established in March 2018 as a response to this challenge. The Youth Panel provides a means for young adults aged 16-25 years to inform the work of the IOPC, and to help the IOPC to build trust and confidence among young people.

The objectives of the Youth Panel were to:

- Recruit a diverse and motivated group of 25-30 young people from England and Wales to become members of the Youth Panel.
- Work with this group to look at how to increase confidence in the police complaints system among young people.
- Deliver peer-led engagement events to capture the views of 800 young people across England and Wales.
- Develop practical recommendations for increasing trust and confidence among young people.
- Enable young people to inform and scrutinise the work of the IOPC from a youth perspective.

The IOPC commissioned Leaders Unlocked to deliver this work. Leaders Unlocked exists to allow young people and underrepresented groups to have a stronger voice on the issues that affect their lives – in education, policing, criminal justice, health and elsewhere. We are a not-for-profit social enterprise with a deep commitment to social impact. For more information please see **www.leaders-unlocked.org**

About this report

This report is grounded in an evidence base of over 800 conversations with young people across England and Wales in 2018. The findings from these conversations have been recorded during 21 peer-led engagement events and 4 meetings of the IOPC Youth Panel.

The report contains key findings organised into five themes, which outline what the IOPC Youth Panel has found in relation to the barriers and influences affecting young people's trust and confidence in the police complaints system. Each section features analysis of young people's responses supported by verbatim quotes.

The report also contains the key recommendations that have been put forward by the IOPC Youth Panel as a result of their findings. The Youth Panel has identified these recommendations in collaboration with IOPC staff members.

This report is intended to act as an honest, independent record of what young people have told us through the peer engagement process. It is also intended to be a basis for further action on the part of the IOPC.

[1] IPCC Public Confidence Survey, Independent Police Complaints Commission, July 2014

What we did

Recruiting the Youth Panel (January - March 2018)

Leaders Unlocked carried out a two-stage recruitment process, including an accessible application form and a telephone interview, to select a diverse group of young people to join the IOPC Youth Panel.

We worked proactively with organisations across England and Wales from the education, statutory, youth and voluntary sectors to ensure that Youth Panel members came from a diverse range of localities, backgrounds and life experiences. We placed particular emphasis on recruiting underrepresented groups and affected communities.

As a result of this process we recruited **28 young people** aged 16-25 as Youth Panel members. The make-up of the Panel included:

- 50% male, 46% female, 4% Third Gender
- 68% from BAME communities
- 14% identified as LGBTQ+
- 32% with lived experience of criminal justice and/or policing

Inaugural meeting - vision and priorities (March 2018)

The newly recruited Youth Panel came together in March 2018 with representatives of the IOPC in an inaugural meeting to shape the vision for the project. This event included deliberative teamwork to identify and scope out key issues around confidence in police complaints and areas where the Panel can have an impact.

Skills training and co-design (April 2018)

In April we delivered an event with the Youth Panel to equip the members with the knowledge and skills to fulfill their role. This event featured roundtables with IOPC professionals outlining different areas of the IOPC's work including investigations, appeals, policy, and communications. It also involved creative work to co-design plans for peer engagement events to engage other young people.

Developing the tools for the Youth Panel (May-August 2018)

Following this event, we produced a youth-centred information flyer based on the ideas developed by the Youth Panel. This flyer featured basic information about how and why to make a complaint, in an accessible format for 16-25 year olds. We also planned and produced a short film featuring Youth Panel members visiting the IOPC offices and interviewing the IOPC Director General, Michael Lockwood.

Peer engagement events (July – November 2018)

Over a five month period from July to November 2018, Youth Panel members co-led 21 events for their peers across England and Wales engaging young people in a wide range of settings including colleges and sixth forms, universities, voluntary and community organisations.

These peer engagement events saw IOPC Youth Panel members leading consultations with other young people in their communities, with professional supervision and support. The process engaged approximately 800 young people in meaningful peer-to-peer conversations about how to increase confidence in the police complaints system.

Analysis and Recommendations (November 2018)

At their final meeting, the Youth Panel came together to analyse their findings and develop viable recommendations for change. The Youth Panel considered the information collected during the peer engagement events, and used this data to determine the key findings/ messages about the underlying reasons behind low levels of trust and confidence. They then worked with IOPC professionals to develop the project's recommendations.

Final presentation event (December 2018)

On December 13th, the IOPC Youth Panel presented its findings and recommendations to key stakeholders at the IOPC offices, and took part in a panel-style Q&A session. The audience at this event included the IOPC Director General, Director of People, regional directors, and key staff from a range of departments.

Youth Panel involvement in wider IOPC activity (ongoing)

Over the course of 2018, the Youth Panel also contributed to some important wider pieces of work with the IOPC. In July, Panel members took part in a consultation on the IOPC's new strategy, led by the Director General Michael Lockwood. In September, the Panel was invited to contribute to the IOPC's Learning the Lessons publication on Stop and Search, with Panel members inputting personal experiences of being stopped and searched and identifying points for good practice. Youth Panel members also participated in the IOPC's External Stakeholder Reference Group (ESRG).

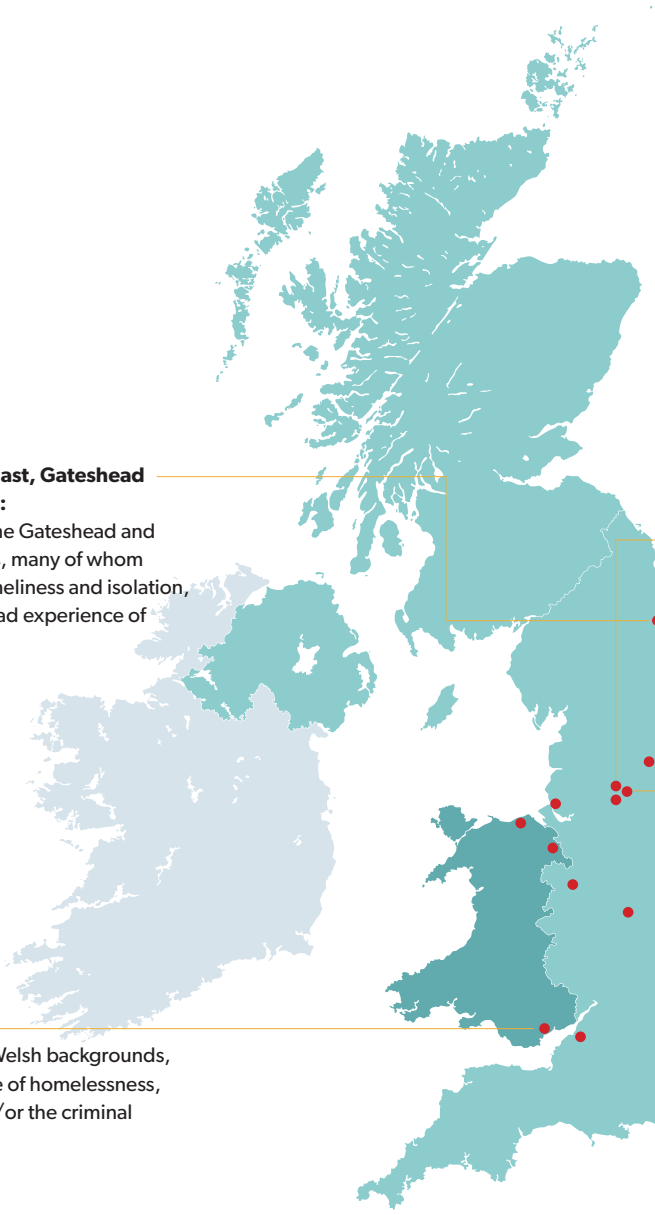
Who we reached

Between July and December 2018, the IOPC Youth Panel engaged over **800** young people across England and Wales.

Over this period the Panel delivered a total of 21 peer engagement events. The breakdown of events by region is as follows:

- London (4)
- North West (4)
- Wales (4)
- South West (1)
- South East (1)
- Midlands (3)
- North East (4)

All the locations where the Youth Panel delivered peer engagement events are plotted on the map below. We have highlighted a few of these groups to illustrate the diversity of the young people we engaged.



Youth Focus North East, Gateshead and Middlesbrough:
Young people from the Gateshead and Middlesbrough areas, many of whom had experience of loneliness and isolation, and some of whom had experience of mental health issues.

The Proud Trust, Manchester:
Young people from the LGBTQ+ community from the Greater Manchester area.

Hideaway Project, Manchester:
Young people from the Moss Side area of Manchester, predominantly of British African-Caribbean heritage.

Llamau, Cardiff:
Young people from Welsh backgrounds, with lived experience of homelessness, the care system, and/or the criminal justice system.

Tower Hamlets College, East London:
Students on mixed courses, predominantly from the Bangladeshi community in Tower Hamlets.

Acknowledgements

We are grateful for the support of a wide range of local partners who have allowed the Youth Panel to engage with the young people in their organisations. Thanks go to:

Brathay Trust | Bradford College | City of Bristol College | Grŵp Llandrillo Menai
Havering Sixth Form College | Hideaway Youth Project | Llamau
London South East Colleges | Manchester Youth Zone | No Limits
North Warwickshire & South Leicestershire College | Shrewsbury House Youth Club
South & City College Birmingham | The Proud Trust | Tower Hamlets College | Wrexham Glyndwr University
Young Shrewsbury | Youth First Lewisham | Youth Focus North East

For a breakdown of the demographic profile of each of the groups of young people that we reached, please see Appendix 1.

Key findings

This section presents the IOPC Youth Panel's key findings in relation to a number of key themes identified by the Panel. These are:

- Powerlessness
- Marginal and minority voices
- Dynamics of trust
- Social influences
- Visibility and accessibility

The Youth Panel's findings focus on the key barriers and influences affecting young people's levels of trust and confidence in the police complaints system. The Youth Panel decided these findings based on information gathered from over 800 young people at the peer engagement events.

Theme one: Powerlessness

During the peer engagement events, one question we kept hearing from young people was **"Why would they listen to us?"** Many young people felt they would not be listened to if they were to make a complaint.

> *"Why would they listen?"*
>
> *"Our voices won't be heard"*

The Youth Panel found a significant issue with **powerlessness** among young people. Across communities, young people said they feel powerless in the face of authority. They felt they may not taken be seriously, or even believed, by those in positions of power, due to their age and lack of status. One young person explained that they felt "too small to be taken seriously."

> *"Worry about not being taken seriously because we're young and we don't have power."*
>
> *"[Young people] might not be believed their opinions don't matter."*
>
> *"Will I be believed?"*
>
> *"Too small to be taken seriously."*
>
> *"Authorities make young people feel stupid."*

One of the key factors behind this sense of powerlessness is that many young people **do not understand of the role and powers** of the authorities they interact with, nor do they **understand their rights** in relation to these authorities. This is particularly evident in young people's relationships with the police. Young people told us they do not understand police powers, what constitutes misconduct, and their rights in relation to police conduct.

> *"Not knowing the police powers, not knowing your rights (e.g. stop search)."*
>
> *"Unsure of rights."*
>
> *"We don't have a right."*
>
> *"Young people may not know what behaviour is classed as misconduct."*

We also heard from some young people the perception that the Police have unchecked or **'absolute' power** and are not answerable to any other authority. As a result, many feel it would be futile to make a complaint against the police, because the power imbalance is perceived to be so great.

"Police are a big force, more likely to win."

"The police have absolute power and therefore any complaints made would be futile."

"No chance of winning (they have upper hand)."

"Who would believe little me over a police officer."

"Feeling like not on an equal footing."

"Our word against them."

"People believe the police more than ordinary people."

Many young people said they would not be confident enough to make a complaint and they would even be **afraid of complaining.** They feared the consequences and repercussions, both from the police and their communities.

"Scared of confrontation and consequences of complaining."

"Complaining could aggravate the situation and the individual 'could end up worse off."

"Fear- leads to more problems."

"Job may be seen as being at risk if they may a complaint."

"Make things worse."

When we spoke to people with negative experiences of the police and other authorities, we found these experiences left a legacy of low trust. **Young people with criminal histories** felt that they were targeted and labelled, and they wouldn't be believed due to their pasts.

"I've had contact with the police before and have been let down."

"If you are known to the police then [you] may feel you won't be taken seriously.'

"If they've had a history with the police, they feel they can't report – if they've been mistreated then they will have [had a history with the police]."

"Because they know who I am they might not take me seriously."

"Bad history, I feel like I don't have the right to complain about an officer."

"Friends who are often in contact with the police do not care' may be used to misconduct."

"Bad experiences e.g. foster care'."

Summary: Powerlessness

- Many young people felt they would not be listened to if they were to make a complaint.
- The Youth Panel found a significant issue with **powerlessness** among young people.
- Many young people **do not understand of the role and powers** of the authorities they interact with, nor do they **understand their rights** in relation to these authorities.
- Some young people have the perception that the Police have unchecked or 'absolute power' and are not answerable to any other authority.
- Many young people said they would not be confident enough to make a complaint and they would even be **afraid of complaining.**
- Young people with criminal histories felt they wouldn't be believed due to their pasts.

Theme two: Marginal and minority voices

The Youth Panel's peer engagement events reached a very diverse mix of young people across England and Wales. These events achieved significant participation from Black Asian and Minority Ethnic (BAME) communities and other minority groups such as LGBTQ+ young people, and those with lived experience of the police and justice systems.

The Youth Panel found that identity and diversity characteristics have a real **impact on trust and confidence. The Panel particularly highlighted the impact of age, ethnicity, class, gender, sexual orientation**, and lived experience. In general, young people from marginalised and minority groups feel they are less likely to be believed and more likely to be discriminated against.

> *"Less likely to be believed: black and ethnic groups, people from poorer areas."*
>
> *"Certain people get searched more than other ethnic groups."*
>
> *"People face different treatment."*
>
> *"Discrimination – age/ race/ sex."*
>
> *"Less likely to be believed: drug users, alcoholics, abusive people, people with a criminal record, young people and young people in care."*
>
> *"Social class may affect the way you're treated due to certain stereotypes about those form certain social backgrounds."*
>
> *"Race/ethnicity, a young person's race or ethnic background may lead to them being treated unfairly by the IOPC."*

When we spoke to members of the **LGBTQ+ community**, we found that there was a reluctance to report issues to the authorities due to fear of homophobia, being judged, and not being taken seriously. LGBTQ+ young people felt it would be easier to stay silent that to put themselves in a potentially vulnerable position by speaking out.

> *"If you're not out [as being gay] won't report homophobic abuse."*
>
> *"Concern about biases against them for a group they belong to."*
>
> *"LGBTQ+ worries."*
>
> *"Sexuality, a young person's sexual orientation may lead to them being treated unfairly due to homophobia."*

When we spoke to members of ethnic minority communities, particularly in urban areas, they told us that communities **feel let down** as a result of cases that have received a lot of media attention where the outcomes have not been seen as satisfactory. For instance some of the young people mentioned the example of Mark Duggan.

A number of young people also **highlighted gender issues** that may deter young people from complaining. Some felt young women may be put off complaining due to sexism or stereotypes. Others felt that young men would be unlikely to open up due to notions of masculinity.

> *"In society males feel like they can't talk about their problems as a result won't talk about any complaint."*
>
> *"Gender discrimination."*
>
> *"Gender, a young person's gender may lead to them being treated unfairly due to sexism."*

Summary: Marginal and minority voices

- The Youth Panel found that identity and diversity characteristics have a real **impact on trust and confidence.**
- Young people from marginalised and minority groups feel they are less likely to be believed and more likely to be discriminated against.
- When we spoke to members of the **LGBTQ+ community,** we found that there was a reluctance to report issues to the authorities due to fear of homophobia, being judged, and not being taken seriously.
- When we spoke to members of ethnic minority communities they told us that communities **feel let down** as a result of cases where the outcomes have not been seen as satisfactory.
- Young people also **highlighted gender issues** that may deter people from complaining.

Theme three: Dynamics of trust

While exploring trust and confidence in the police complaints system, the Youth Panel found that many young people simply **do not trust authorities, and especially the police.**

> *"Police are supposed to protect you, but some abuse their power."*
>
> *"Don't trust the police- culture of mistrust."*
>
> *"Anti-government sentiment."*
>
> *"Lack of trust in authorities."*
>
> *"Police don't follow their own rules."*

This general mistrust of the police and other authorities has a **knock-on impact** on trust in the police complaints system and in the Independent Office for Police Conduct. A lack of trust in the police, in particular, is highly detrimental to levels of trust in the police complaints system.

> *"Some young people may feel intimidated by having to approach the IOPC which is seen as an authority."*

We found that young people had concerns and **doubts about the IOPC's relationship with the police**. Some young people questioned whether the IOPC was truly independent from the police, and others questioned whether the IOPC exerted sufficient powers over the police to achieve real justice for citizens who are affected by misconduct.

> *"[I] don't trust the IOPC or police, [they're] doing [the] same thing so think they are connected in some way."*
>
> *"Going to police, think IOPC is part of it – but they aren't."*
>
> *"The system seems too adversarial, this in effect portrays the IOPC [as being] less legitimate."*

When we asked young people whether they trusted the police complaints system and why, we found that they generally did not trust the system. Young people told us they didn't believe the **complaints process** was one they could trust in, as it requires a young person to first lodge their complaint with the police force they feel they have been wronged by. Young people also said they didn't have faith in the **outcome of complaints**, as they couldn't see that complaints lead to positive results.

> *"Complaints system is superficial."*
>
> *"Not being certain that the complaint will be dealt with."*
>
> *"What even happens to the police? - 'an apology doesn't really mean much- something needs to actually happen.'"*
>
> *"Being treated unfairly – would it be resolved."*
>
> *"We feel like it's not even going to make a difference."*
>
> *"False hope."*
>
> *"Think it's a waste of time."*

An overall message from young people on trust was **"we don't trust what we don't know."** The IOPC is seen as a faceless and unfamiliar body to most young people. Their trust is based on familiarity, connection and transparency – all of which are absent in their perception of the IOPC at the moment.

> *"I'd rather complain to a youth worker than the IOPC, I've had a negative experience with police. I see a youth worker on a daily basis and have more trust."*
>
> *"I don't trust them because I don't know them."*
>
> *"Rather trust family or friend."*
>
> *"The IOPC seem unapproachable."*

Summary: Dynamics of trust

- Many young people simply **do not trust authorities, and especially the police.**
- The general mistrust of the police and other authorities has a **knock-on impact** on trust in the police complaints system and in the Independent Office for Police Conduct.
- Young people expressed concerns and doubts about the **IOPC's relationship with the police**. Some questioned whether the IOPC was truly independent from the police, and others questioned whether the IOPC exerted sufficient powers over the police.
- Young people told us they didn't believe the **complaints process** was one they could trust in, as it requires a young person to first lodge their complaint with the police force they feel they have been wronged by.
- Young people also said they didn't have faith in the **outcome of complaints**, as they couldn't see that complaints lead to positive results.

Theme four: The role of social influences

During the peer engagement events, young people highlighted the key role of **social media and wider social influences**. These influences, they said, have a significant impact on trust and confidence.

There were frequent references to social media, which was felt to have a negative impact on trust. Young people told us that **negative stories and images** of police conduct spread very rapidly on social media, with posts and videos going viral, and contributing to a **skewed picture** of reality. Young people commented that social media may also fuel a negative perception of the younger generation on the part of the police.

> *"Bad experiences [with the police] get shared more than good – not influenced."*

The Youth Panel found that young people's attitudes and perceptions are strongly influenced by those around them, including their families and peer groups. Often, these influences serve to reinforce negativity towards authority. Some young people told us they would **fear the reactions** of people around them if they were to make a complaint (e.g. family might worry, fear of losing friends).

> *"Family may worry you'll get in more trouble."*
>
> *"Scared that other people may judge you or not help you especially if you get nothing out of complaint."*
>
> *"Peer influence, making a complaint may lead to name calling."*
>
> *"Fear of losing friends."*
>
> *"Family experience."*

Among young people in general and those from ethnic minority communities in particular, the Panel found that the **"snitching culture"** is widespread. In practice, this means that many young people would avoid any contact with the police for fear of being labelled a 'snitch'. In some communities and cultures, young people said any association with the police would be seen as **unacceptable.** As a result, in some cases young people may be dissuaded from making a complaint by their family members.

> *"Religion and cultural norms may not support going to outsiders for help."*
>
> *"Gangs - snitches get stitches."*
>
> *"I'm not a snake."*
>
> *"Cultural norms."*
>
> *"Knowing people that have had negative experiences making complaints."*

Summary: The role of social influence

- Young people highlighted the key role of **social media and wider social influences.**
- Young people told us that **negative stories and images** of police conduct spread very rapidly on social media, contributing to a **skewed picture** of reality.
- Some young people told us they would **fear the reactions** of people around them if they were to make a complaint.
- The Youth Panel found the **"snitching culture" is widespread** among young people. This means that many would avoid any contact with the police for fear of being labelled a snitch.

Theme five: Visibility and accessibility of the system

The Youth Panel found that there are some very practical barriers facing young people who may want to make a complaint.

Young people told us that they **wouldn't know where to go** to make a complaint. The majority of young people attending the peer engagement events were not aware of the existence of the Independent Office for Police Conduct. There is a lack of **recognition of the IOPC.**

> *"Knowledge – how to make a complaint, what happens when a complaint is made."*
>
> *"Not knowing how to complain or how the system works."*
>
> *"Not knowing what you can complain about."*
>
> *"I don't know how."*
>
> *"They [young people] don't know how to do it and what procedures to follow."*

When we explained the complaints process to young people, we found that the process itself may deter young people from complaining. Young people expressed concern about the length of **time it would take, whether they would understand the language and the steps involved, and the perceived 'hassle' of the procedure.**

> *"Lengthy process."*
>
> *"Time and effort to pursue (as a young person)."*
>
> *"Length of time to deal with complaint."*
>
> *"Process takes too long."*
>
> *"Intimidating process."*

"Hassle for it to be sorted. Takes a long process. Just move on."

"If and when, can send details of where I can complain – weighing up chances – how many channels is it going through before it gets dealt with."

We also heard concerns that there may be particular barriers for those with **learning difficulties, mental health issues, and English as a second language.**

"Language barrier."

"Disability may prevent the young person from making a complaint due to physically not being able to go into a police station or a learning disability that may make it more difficult for them to understand the process."

"Learning difficulties/mental health illness may make it difficult to understand the process."

"Social communication issues."

"Learning difficulties."

"English not 1st language."

"Judged on mental health."

"Have to relive experiences, may be traumatic."

"Disabled as well, don't take it that serious – might not be accurate."

Overall, the Youth Panel concluded that the complaints system currently **does not feel open to all.** The Panel felt that more should be done to open the system up, make it inclusive and accessible to individuals across the youth population.

Summary: Visibility and accessibility of the system

- Young people told us that they **wouldn't know where to go** to make a complaint. The majority of young people attending the peer engagement events were not aware of the existence of the IOPC.
- When we explained the complaints process to young people, we found that the process may deter young people from complaining. Young people expressed concern about the **length of time it would take, whether they would understand the language and the steps** involved.
- We also heard concerns that there may be particular barriers for those with **learning difficulties, mental health issues, and English as a second language.**
- The Youth Panel concluded that the complaints system currently **does not feel open to all**. The Panel felt that more should be done to make the system inclusive and accessible to individuals across the youth population.

Key recommendations

This section presents the IOPC Youth Panel's key recommendations in relation to four solution areas:

- Communications and social media
- Community engagement
- Diversity and people
- Future of the Youth Panel

The Youth Panel's recommendations focus on solutions for improving trust and confidence in the police complaints system among young people across England and Wales. The Panel worked with key IOPC professionals to co-create the recommendations that are based on ideas collected during the peer engagement events.

It is important to note that not all of the barriers and influences identified in the findings are addressed in the recommendations. The Panel focused their recommendations on ideas for change they felt would be most likely to work and have the greatest impact.

Recommendations for communications and social media

1. **Awareness campaigns:** Targeting young people where they spend time – e.g. advertisements on local radio stations, education campuses, on buses and other local transport.

2. **Social media platforms:** Using the social media platforms that young people use to engage them in the work of the IOPC. This could be done by sharing stories, showing 'day in the life' of IOPC staff/departments, promoting weekly reports, using polling, sharing real-life success stories, and using comments sections.

3. **A 'human face' to the IOPC:** Making the IOPC seem more approachable through communications – e.g. celebrating icons during black history month to connect with BAME communities. It could involve adding to the IOPC brand, e.g. colour, symbols, animations, or word play.

4. **A young person's guide to the complaints system:** A youth-centred resource de-mystifying the complaints process. This could be done in different formats including poster/ leaflet, animation, info-graphic.

Recommendations for community engagement

1. **Working with trusted third parties:** Building partnerships with community leaders to build trust and understanding of the IOPC i.e. religious establishments, community & youth groups.

2. **Youth advocates:** Develop a scheme for 'youth advocates' in the community to support young people who may need to make a complaint.

3. **More joint working with IOPC, police and community:** Meetings with the police, community members and IOPC representatives, with findings shared through 'Learning the Lessons'. Potential partnership with one police force to model good practice.

4. **Continue the engagement with young people:** More grassroots engagement with young people in youth centres, community groups and education campuses.

Recommendations for IOPC people and diversity

1. **Reaching diverse talent:** Promotion of job, training and volunteering opportunities through charities to target specific groups.

2. **Staff training and development:** Understanding how to communicate and build rapport with young people, including BAME, LGBTQ+, disabled, faith groups etc.

3. **Transparency around diversity:** Sharing information about the current diversity of the IOPC workforce and celebrating progress.

4. **Community representatives:** Establish long standing (voluntary or paid) representatives for the IOPC at the community level.

Recommendations for the future of the IOPC Youth Panel

The Youth Panel should become an independent Youth Advisory Group with the following functions:

1. **Delivering the recommendations:** Working on the Youth Panel's recommendations for communications, community engagement, people and diversity.

2. **Research and engagement:** Continuing to engage with young people at community level to understand their perspectives and raise awareness.

3. **Scrutiny:** Analysis of the cases that the IOPC deals with; scrutiny of the use of media and communications.

4. **Advice:** Providing youth-centred advice to the IOPC on policy and strategy.

5. **Shadowing and mentoring:** Departmental shadowing and reverse mentoring to increase transparency and build understanding.

Conclusion and taking it forward

We are grateful to the members of the IOPC Youth Panel and all the various internal and external stakeholders who have been involved in making this piece of work a success. Through the insights and recommendations contained in this report, the IOPC Youth Panel has already made a significant contribution to the work of the IOPC.

Through their engagement with over 800 young people across England and Wales, the IOPC Youth Panel has managed to reach and engage a diverse cross section of the youth population. They have made particular efforts to hear from those whose views are often overlooked. This peer-to-peer process is of enormous value, both as a piece of research and as an engagement exercise.

On 13th December 2018, an audience of key stakeholders came together at the IOPC offices in Canary Wharf for the Youth Panel's final presentation. At this event, stakeholders were actively engaged in posing questions to the Youth Panel and discussing their findings and recommendations. Attendees were also asked to suggest ideas for future development and some of their ideas included:

- The Youth Panel should take on a wider remit to look at scrutiny, advice, advocacy, training and recruitment.
- The Youth Panel can play a leading role in bridging the gap between the IOPC and young people.
- Some internal stakeholders would like the Youth Panel to become an Advisory Group they can commission to do particular pieces of work.
- More could be done to highlight the positive impact of making a complaint for those with experience.
- It would be helpful if the Youth Panel could engage with people within the IOPC in the 16-25 age group.
- The Panel should continue its efforts to engage the most marginalised young people.
- Future Youth Panel presentations. should involve more external and community stakeholders.

Subject to final decisions about the future of the project, our hope is that the Youth Panel will be further developed as a means for young people to inform the IOPC's work. The Youth Panel can help bridge the gap between young people and police complaints, through continued engagement with the youth population. The Youth Panel can provide youth-centred advice to support the IOPC's strategy and it also has an important role to play in the delivery of the recommendations in this report.

Get in touch:

@leadersunlocked

info@leaders-unlocked.org

stakeholderengagement@policeconduct.gov.uk

www.leaders-unlocked.org

Appendix 1: Demographic reach of peer engagement events

Host organisation	Demographic profile of young people engaged
Bradford College	Young people studying a variety of college courses, predominantly from Pakistani Muslim communities in West Yorkshire.
Brathay Trust	Young people predominantly from the Pakistani community in Bradford, including those with lived experience of mental health.
City of Bristol College	Young people studying Public Services and related courses from the Bristol area. The group included one student who was hearing impaired and had an interpreter in the room.
Grŵp Llandrillo Menai	Young people from Welsh backgrounds, including those from the Welsh-speaking communities of the North Wales area.
Havering Sixth Form College	Young people studying A-Level Law from ethnically diverse communities in Essex and East London.
Hideaway Youth Project	Young people from the Moss Side area of Manchester, predominantly of British African-Caribbean heritage.
Llamau	Young people from Welsh backgrounds, with lived experience of homelessness, the care system, and/or the criminal justice system.
London South East Colleges	Diverse students from the local community in Woolwich, studying a variety of subjects including Performing Arts, Health and Social Care, Travel and Tourism and Business.
Manchester Youth Zone	Manchester Youth Zone provides a unique safe place for young people aged from 6 – 19, up to 25 with additional needs, from across Manchester.
No Limits	Young people from the Southampton area, with lived experience of mental health, predominantly from White British backgrounds.
North Warwickshire & South Leicestershire College	Large mixed group of predominantly BAME young public service and Level 2 & 3 students.

Shrewsbury House Youth Club	Young people attending a youth club from deprived communities in the Everton area of Liverpool.
South & City College Birmingham	Young people studying Public Services and related courses, from mixed ethnic communities in the Birmingham area.
The Proud Trust	Young people from the LGBTQ+ community from the Greater Manchester area.
Tower Hamlets College	Students on mixed courses, predominantly from the Bangladeshi community in Tower Hamlets.
Wrexham Glyndwr University	University students on Policing courses from the North Wales region.
Young Shrewsbury	Children and young people from White British backgrounds using youth services in Shrewsbury.
Youth First Lewisham	Young people from mixed ethnic backgrounds from the Lewisham area of London, including those from the LGBTQ+ community.
Youth Focus North East	Young people from the Gateshead and Middlesbrough areas, many of whom had experience of loneliness and isolation, and some of whom had experience of mental health issues.