

## **Action Plan – 2026**

### **Visits:**

Continue to conduct visits at varying times (daytime, evenings, overnight). Ensure visits take place on different days of the week including weekends and bank holidays.

We will continue to rotate ICV partnership to strengthen consistency and shared learning. Promote peer support and quality assurance.

We will continue raising issues requiring attention directly with the Custody Sergeant during visits. We also provide visit reports to the custody management and ICVs.

### **Training & Development:**

The scheme delivers two training days per year to support the development and effectiveness of Independent Custody Visitors.

The March 2026 training day will include two guest speakers; A PCSO representing the Gypsy, Roma and Traveller Community, and a guest speaker with lived experience, Julie Miller, who will share insights as a transgender woman. These sessions are intended to strengthen ICV understanding of diverse communities and lived experiences within custody settings.

All newly appointed ICVs will be required to complete a structured induction programme. This will include formal induction training, a tour of the custody suite, and participation in a shadow visit. New ICVs will then be allocated a mentor to support them during their first quarter of visits to ensure they are confident and competent in their role.

A date for the training in September has been identified and shared with ICVs and the content will be compiled following delivery of the March 2026 refresher training.

### **Recruitment:**

We will continue our recruitment drive. Our target recruitment is a minimum of 6 new ICVs over the next 12 months (subject to retention levels). I will attend community networks, use social media and partner organisations to spread the word. I aim to recruit ICVs reflecting local community demographics and engage with underrepresented groups.



**Key Issues:**

Continue monitoring late reviews and late observations. These have been shared with the Police and Crime Commissioner and in turn he has raised directly with the Chief Constable. We will continue to record frequency and note any patterns, and ICVs will continue to challenge appropriately during visits.

Continue recording instances of late or heavily delayed Appropriate Adult attendance.

**What's working well:**

Strong working relationship with custody staff. Immediate escalation of urgent issues. Willingness of ICVs to challenge professionally. Peer learning through varied visit pairings. Continued focus on detainee welfare and rights.