

South Buckinghamshire LPA IAG Meeting



DATE: 4th September 2024
TIME: 6:30pm – 8pm
LOCATION: MS Teams

Attendance

Emma Burroughs	TVP Chief Superintendent
RM	IAG Chairman
Karen Adamson	TVP Community and Diversity Officer
Dennis Murray	TVP Assistant chief constable
MB	IAG member
SJ	IAG member
Aq A	IAG member
Cllr AMV	IAG member
KS	IAG member
B	IAG member
SA	IAG member
V	IAG member
SY	IAG member
April Baldwin	Neighbourhood admin - Minute taker
Apologies	
AL	IAG member
HSP	IAG member
MS	IAG member

Agenda

1. Welcome & Introductions – Chair
2. Approval of previous Minutes & Actions- Chair
3. Introduction of the new Bucks LCU - CaDO (community and diversity officer)
4. Result of a recent Employment Tribunal result involving Thames Valley Police – ACC Dennis Murray
5. Force response to the disorder seen across the country- C/Supt Emma Burroughs

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6. Review of the Planned Protest in Wycombe – 03/08 – Emma Burroughs
7. Future IAG Structure – Emma Burroughs
8. Operation incidents of note and outcomes – Emma Burroughs
9. Members Feedback/ Issue to raise – All
10. AOB – IAG Chair
11. Agenda items requested for next meeting – All

1. **Introductions**

The chair opened the meeting and introductions were made by all in attendance

2. **Approval of previous Minutes & Actions**

SJ's action for amplifying what IAG does and promoting it more in the community was confirmed by Supt EB to have been actioned, words to that effect went out on Wycombe sound radio and it has also been promoted in neighbourhood events. Minutes were approved overall.

3. **Introduction of the new Bucks LCU CaDO (community and diversity officer)**

Karen Adamson is the new CaDo for the Bucks LCU. Karen's role is the first for the force in respect to the new policing structure (moving from local policing areas to local command units) Karen will be working in a different way to previous CaDOs, in that she will be working more closely with neighbourhood policing team and across the whole of Buckinghamshire.

4. **Result of a recent Employment Tribunal result involving Thames Valley Police ACC Dennis Murray**

DM provided talk on recent tribunal involving some individuals in the force, as detailed in the link below:

- [Mr P Turner-Robson and others v The Chief Constable of Thames Valley Police: 3314825/2022 and others - GOV.UK \(www.gov.uk\)](#)

DM provided an overview of the legislation on positive action that has been included here for reference:

1. Introduction

Positive action refers to measures that can be legally taken to help individuals from underrepresented or disadvantaged groups. The aim is to create a more equitable environment, particularly in employment and education. This paper explores the opportunities to maximise positive action, supported by relevant case law both for and against its implementation.

2. Legal Framework

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The primary legal framework governing positive action in the UK is the Equality Act 2010. This Act permits positive action but prohibits positive discrimination, which involves treating someone more favourably solely based on a protected characteristic.

3. Challenges and Criticisms

1. **Legal Ambiguity:** The distinction between positive action and positive discrimination is often unclear, leading to legal challenges. [Employers may be hesitant to implement positive action measures for fear of litigation¹.](#)
2. **Perception of Unfairness:** [Positive action can be perceived as unfair by those who do not benefit from it, potentially leading to workplace tension and resentment¹.](#)
3. **Limited Impact:** [Critics argue that positive action measures often benefit only the entry-level positions and do not address the lack of diversity at senior levels¹.](#)

Positive discrimination: the case for legal reform

Now is the time to revisit this issue to help give employers more freedom to create change.

4. Conclusion

Maximising positive action requires a careful balance between promoting equality and avoiding discrimination. While there are significant opportunities to support underrepresented groups, it is essential to navigate the legal complexities and address potential criticisms. By doing so, organisations can create a more inclusive and equitable environment for all.

DM also provided figures for diversity representation within the force as shown here

- Highlighted that for the rank of inspector and above there is underrepresentation

Table 1 (Numbers)

Substantive Rank	Black	Asian	Ethnic Minorities	White ethnic minorities	White	Prefer Not to Say	Unknown	Total
Constable	54	146	50	217	3375	117	17	3976
Sergeant	12	23	10	37	691	49	3	825
Inspector	4	12	2	12	227	14	1	272
Chief Inspector	0	4	3	6	58	4	1	76
Supt/Ch Supt	0	0	0	2	53	1	1	57
Chief officers	0	1	0	1	4	0	0	6
Total	70	186	65	275	4408	185	23	5212

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Table 2 (percentages)

Substantive Rank	Black	Asian	Ethnic Minorities	White ethnic minorities	White	Prefer Not to Say	Unknown	Total
Constable	1.36%	3.67%	1.26%	5.46%	84.88%	2.94%	0.43%	100%
Sergeant	1.45%	2.79%	1.21%	4.48%	83.76%	5.94%	0.36%	100%
Inspector	1.47%	4.41%	0.74%	4.41%	83.46%	5.15%	0.37%	100%
Chief Inspector	0.00%	5.26%	3.95%	7.89%	76.32%	5.26%	1.32%	100%
Supt/Ch Supt	0.00%	0.00%	0.00%	3.51%	92.98%	1.75%	1.75%	100%
Chief officers	0.00%	16.67%	0.00%	16.67%	66.67%	0.00%	0.00%	100%
Total	1.34%	3.57%	1.25%	5.28%	84.57%	3.55%	0.444%	100%

The PCC tasked external consultant to look at rules and practices surrounding this area to ensure the force is making the best decisions possible. There will also be a review taking place and a paper around positive action has been requested.

GW asked DM question surrounding the expectations of the IAG panel upon being given this information,

- DM clarified In relation to what is wanted from the group, if members are asked questions about this matter it is helpful if they can respond to people with facts and accurate information and inform people that TVP are doing extensive work around this matter as well as the work the PCC has commissioned.
- **5. Force response to the disorder seen across the country**
- Trigger – Disorder seen across the country following the incident that took place in Southport. While taking place specifically in Northern England, there were concerns this was going to come to the TVP area.
- Police Activity – During this period there was extensive police activity and ensuring sufficient resources in place to manage possible disorder. Officers were instructed to be on high alert in preparation and to stop any possible disorder escalating. TVP also ensured there were sufficient investigative resources and good intel in place to allow for a prompt response, with intelligence teams tracking the disorder taking place across the country and scanning social media. There were ultimately found to be no incidents of disorder in TVP.
- Community Engagement - The force worked closely with local mosques during this time in order to provide reassurance. The topic of false/misinformation was raised in the context of inaccurate information gaining momentum during this period, the term trusted voice was discussed in relation to this, in that members of the community are encouraged to

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double check the information's credibility and whether it comes from a trusted source or professional body.

- What could we do differently? - KS stated that the communication between TVP and local communities was strong during this time but could still be improved in the future. Effective dissemination of information from organisations such as council and police is also said to be an area for improvement, in order to provide community reassurance and accurate information. It was highlighted that this is the work Karen Adamson (Community and diversity officer) is going to build on.

6 Review of the planned protest in Wycombe

Acknowledgement by Dr Sarah Abbas

- Sarah Abbas believes that the engagement from the police with the local Muslim community was overall positive, and hopes the relationship between police and local communities can continue to be built on.

7. Future IAG Structure

- Update and timescales
- The terms of the references for the new IAG and community scrutiny panels are available, these will be sent out with minutes.
 - New structure

Moving towards separate groups:

- There will be a strategic IAG panel responsible for the whole of Buckinghamshire, this will look at policies, processes, emerging trends and issues and providing insight into any major police incidents for the whole policing areas.
- There is also an opportunity for members to join local community scrutiny panels which focus on more local levels and issues specific to smaller local communities instead of the whole of Bucks, these will take place every 6-8 weeks, Bucks IAG will remain quarterly. It is requested there be at least one community scrutiny panel across every local command unit. Members cannot be part of both IAG and community scrutiny panels.

8. Operational Incidents of note and outcome

- Cressex Disorder
- EB raised TVP did not get information about this incident to IAG members specifically despite releasing press releases, it was highlighted that this is an area to improve on and that opportunities are being missed by not information sharing about incidents like this with members of the IAG.

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- Three individuals known to each other had an altercation that resulted in wounding offences, although not life changing injuries, one individual has been charged with two counts of attempted murder and possession of offensive weapon.
- If certain information had been shared earlier about this incident, primarily that it was contained and individuals were known to each other, it would have possibly helped to minimise concern within the area.
- It is recognised police need to do more to get information out about major incidents to prevent misinformation and provide reassurance, whilst keeping in mind where the investigation stands and what can and cannot be shared at different stages.

9. Members Feedback / Issues to raise:

- Community Speed watch
 - SJ discussed how people can get involved with community speed watch by either contacting himself or the officer who oversees the matter Lee Turnham
- Misconduct cases involving officers -
- EB gave brief explanation around this and ultimately said this will be picked up in next meeting when further clarification around this has been gained locally. More information: [Thames Valley Police staff sacked for sexual misconduct - BBC News](#)

10. AOB

SJ raised 522 officers have joined, but wants to know how many have left to get an overall idea of gross number of officers. **ACTION: EB will get this data for next meeting**

11. Agenda items requested for next meeting

- Misconduct cases involving officers

Next Meeting – Wednesday 11th December