

South Buckinghamshire LPA Independent Advisory Group meeting minutes
DATE: 22nd March 2023
TIME: 18:30 pm
LOCATION: MS Teams

Attendee Initials	Position and Area
(RM)	Chair
(EB)	LPA Commander
(MS)	Member
(LS)	Member
(SJ)	Member
(DA)	Member
(AV)	Member
(AA)	Deputy LPA Commander
(SY)	Member
(GW)	Member
(MB)	Member
(SA)	Member
(VS)	Member
Apologies/Did not attend	
(KS)	Member
(BA)	Member
(HN)	Member
(MJ)	Member
(SG)	Member
(SP)	Member
(DF)	Member
(ZU)	Member
(JG)	Member

- 1. Welcome, Introductions and apologies (10 mins) IAG Chair**
- 2. Approval of previous Minutes and Actions (5 mins) Chair**

Minutes approved as a true record. Noted that AMV had not originally been included in the list of attendees for the last meeting.

EB – were the below actions completed?

Action for all: If anyone should like to volunteer as an ambassador for the Stop Hate line, they need to email Stop Hate UK on info@stophateuk.org. They will be sent a form to fill in. A DBS check is a requirement, but this is free to volunteers. They will receive 3 x half-day training sessions.

Action: AS - AL/BA to be approached to discuss if they are aware of any young people who may like to attend.

Action for all – Ensure the below information is shared with all your contacts and networks.

Action for all – share any feedback on either of the two Force Review models.
Completed. Further discussion at the next meeting.

Action: RM - Contact to be made with members who are not currently on the WhatsApp group to ask if they are willing to provide their mobile phone number.

Action: Discussion amongst group to determine quarterly dates that suit the majority of the group.

Completed

20/09/23

06/12/23

Action: Next meeting to be in person - members to suggest a venue.

Completed

3. Updates from the SIAG (10 Mins)

SJ

11 IAGs within TVP which sit under the Strategic IAG. All were operating as silos which has meant best practice wasn't being shared. A conference was called by the SIAG last year to start looking at getting all TVP IAGs working together.

Discussed sub groups:

Data Ethics

D&I

Legitimacy

Community Engagement (includes Youth Engagement)

Rural Crime

Race action plan

Fraud

Victim Satisfaction

Violence Reduction Unit

The SIAG was struggling to cover all issues in one meeting so has set up action groups to work on the details and report in.

SJ attends the Community Engagement group, which currently has 20 members, 10 of the members are engaging well.

DA attends VAWG, so far there have been three meetings which have been well attended. The fraud group got off to a false start hence the request for more volunteers.

If you are interested in being involved in one of the action groups, please speak to SJ or DA. SJ has a document he can share which describes each group in more detail.

4. Hate Crime (10 mins)

Supt EB

Discussed statistics for South Buckinghamshire. There has been a reduction in the Chiltern and Wycombe areas however, as a whole South Buckinghamshire has seen an increase of approximately 50 offences in the Huntercombe area.

Primarily seeing an increase for transphobic and homophobic crimes. It very much seems to be in care settings where we're seeing the increase in those crimes. We are know that this area is struggling to recruit – is it a case of tolerance levels are much lower and we're seeing more reports?

GW – interested to know why Hate Crime is a standing agenda item?

EB – Hate Crime is an area that we receive the most feedback about, whether we're actually dealing with it in a fair and consistent way, are open minded to the fact that people are living in our communities and suffering from Hate Crime. We are looking to see if we can identify any gaps or if we see that reporting numbers are reduced but then someone within the IAG mentions that a neighbour is suffering a lot of hate crime, graffiti or ASB but don't have the confidence to report.

AA – It is important to have the IAG view on how we deal with this type of crime; if we get it wrong with our communities it can create a lot of mistrust. It is valuable to understand whether or not the community feel we are getting it right or wrong.

GW – concerned that there are daily meetings discussing Hate Crime – think that communities would want policing focus elsewhere.

EB – there is a Daily Management Meeting which discusses incidents of note. Exceptional reporting (not in any particular order) such as burglary, robbery, sexual offences, rape, domestic abuse. We also look at violence against the person and hate crime. Currently serious violence has been a focal point further to an incident in a hotel in George Green. Decisions are made at this meeting regarding priorities – at the moment domestic abuse is a main effort along with serious violence. It is important to ensure we are not missing any themes where there could be community unrest. Hate crime can be anything the person perceives – someone parking in a person's disabled

bay, it is most likely that it has happened due to limited parking options however the person may perceive it to be targeted. We would not send officers to this type of incident, they may receive a call from one of our office based team. Please be assured that we do triage and determine the best response.

Note – Hate Crime is something that has been set by the Strategic IAG in line with the Assistant Chief Constable as the biggest risk area where we have the most feedback about community confidence and policing.

SJ – there is a fine line between ASB and Hate Crime. Information is available on line regarding the Standard Charter (where organisations sign up to say they will fight against general ASB) and also information on safely intervening if you see harassment:

ourwatch.org.uk/charter

5. LPA Commander's Update (25 mins)

Supt EB

- Force review

Last year a decision was made that TVP needed to be subject to a review of structures to ensure we were set up in the best possible way to meet current and future challenges.

A number of options have been looked at which have been narrowed down to two; to stay as is or move to five local policing areas. Consultation has been taking place (and is ongoing) with partners; we value the feedback and there is a legal obligation to consult before there is any structural change to a police force.

Other police areas have been looked at to see how they manage their business; similar forces with similar demands and geography. We've also looked at forces that are doing really well to understand what is their best practice and also, where possible, to look at what are our long term trends and what do we think the future of policing is looking like. We know for example that fraud amounts to over 50% of the crimes that are reported; but are we set up to manage that demand?

Five area command model: Oxfordshire, Berkshire West, Berkshire East, Buckinghamshire and Milton Keynes. For us this would mean, as we have already done with Chiltern & South Bucks and Wycombe, South Buckinghamshire would look to move towards an amalgamation with Aylesbury.

We have had a pledge from our PCC to bring in an extra 80 additional neighbourhood officers across the force. They will average 8-10 per local police area. We are keen to get our numbers up in the geographical NHs to enhance those neighbourhoods as we know it's at the heart of policing and unless we have that visible presence and

engagement, we are not going to build the trust and confidence that we need to achieve. Within NHs we have a PCSO who works with schools – we have seen some great benefits in this engagement; identifying vulnerabilities and helping to prevent some of the future crimes – knife crime for example.

Neighbourhood Policing is an area that we have been challenged on over the last year because of our resourcing numbers. Resourcing numbers on our frontline have been affected due to protected learning time, so we have had to move NH officers to assist. Also our ability to recruit PCSOs has been affected as they've either applied to be police officers quicker than we thought or haven't joined up as PCSOs initially as there was the opportunity to be a police officer. We are looking to increase the number of PCSOs but also to try and make it more of an attractive role, including progression with a PCSO Supervisor role; supervising PCSOs and a bit more responsibility about decision making and engaging with the community.

Also, importantly, are we looking after our workforce? It is a really challenging profession. We spend a lot of money recruiting, are we actually retaining them or are they looking for other employment because of those challenges?

EB outlines further ideas around the Force Review including Inspector and Sergeant numbers, Supervisory Structures, Protecting People; including striving to work with our victims and survivors of domestic abuse. Timelines were also discussed if CCMT were to agree the five command areas. There would be a period of implementation – approximately six months. An area would be chosen to amalgamate first, it would not be a force wide implementation; Buckinghamshire may be the first.

Discussed the Casey Report into the Metropolitan Police and Command Area size.

- Race Action Plan consultation

TVP are looking to launch a race action plan from May next year. Currently in draft form. Each force has been asked to set a plan to start addressing that police are not trusted by our black, Asian and ethnic minority people.

Action: EB to share slides.

Completed

EB discusses the National Diversity and Inclusion Board. CaDO is working on building relationships with the community. Please take a look at the race action plan through the links and provide any feedback.

- Complaints and Misconduct Issues

We haven't had any recent issues of misconduct or gross-misconduct on the area – if we do the IAG will be brought in. We do have two cases but they are very early on in their investigations and once we know more we'll be able to share it with you and any findings.

- Operational activity of note

Discussed Victim Contact. Encouraging earlier engagement with our victims, asking how they would like to be contacted. Victim satisfaction has a significant impact on trust and confidence in policing. The victim should be at the heart of all we do.

Discussed the possibility of volunteers assisting with victim contact.

County lines result. We had a successful week of action.

Casey report discussed and the repercussions for the whole of policing across the country. Cannot be complacent. Continue to look at ourselves to improve, develop

and make sure we can create an environment that where we are calling people out and dealing with any wrongdoing in the most timely, appropriate way. Vetting is being re-run to ensure we have all the right information and any issues can be identified by the Professional Standards Department. Our media team and the Chief Constable will look to decide how we want to respond as a force in respect to the sentencing of Wayne Couzens and David Carrick. If people ask please reassure them that we are taking it very seriously. Discussed communications and potential meeting opportunities in more detail.

6. Members Feedback / Issues to raise (20 mins)

All

AV – pleased to see the social media posts that are going out. They’ve been quite good. The PCSOs who update them are doing a good job, it helps to reassure people that they’re out and about.

LS – Supportive of VAWG work going on around domestic violence. Really excited about plans – there’s an event coming up on the 2nd May which I will be going to. Wanted to say don’t lose heart and keep going, it’s about building trust and you’re going to get there; or at least not going to stop trying!

Action: EB to include details of VAWG event.
Completed

7. AOB

IAG Chair

8. Agenda items requested for next meeting

All

9. Meeting dates for 2023, in person or on line?

All

Next Meeting Dates

05/07/23

20/09/23

06/12/23

