LPA IAG Meeting

Minutes

DATE: Wednesday 6th March 2024

TIME: 6pm-7.30pm

LOCATION: Synagogue, Giffard Park

Initials	**Position**
AK	IAG Chair
EB	LPA Commander, TVP
NS	CADO, TVP
RRK	IAG Member
SB	IAG Member
TJ	IAG Member
HS	IAG Member
AKh	IAG Member
KM	IAG Member
LP	IAG Member
JW	IAG Membership Pending
SBe	IAG Membership Pending
LT	Observer
AKe	Admin Support, MK LPA, TVP (Minutes)
Apologies	
JS	IAG Member
JF	IAG Member
DH	IAG Member
NR	IAG Member
NA	IAG Member
ZM	IAG Member
AA	IAG Member

1. **Welcome & Introductions: IAG Chair**
   AK welcomed everyone, thanking SB/LT for hosting the meeting at the MK Reform Synagogue this evening. Introductions were made around the table.

2. **Previous minutes were ratified All**
   The IAG Minutes are published on the TVP Website and can be viewed here: Milton Keynes Independent Advisory Group | Thames Valley Police

3. **IAG Chairs Report: AK**
   AK referred back to the January IAG where Body Worn Video (BWV) was shown and those present saw how humour was used to diffuse tension during stop and search. A week later, there were two incidents where a MetPol Officer attended an attack involving a corrosive substance, the second was an Officer who was injured with a knife whilst on duty. Police

often have no idea what to expect when deployed and put themselves in harm's way time and again. The world can be critical but we do not say thank you enough.

EB talked about violence towards Police Officers. The Commander must be made aware of these incidents and receives approx. 3-4 emails per week regarding abuse and violence towards Police Officers in MK. This generates a 7 point plan to deal with such occurrences. There was a culture of putting up with things as a Police Officer and that violence was 'part of the job' however, this has changed and things are done differently now. Cars are often used as weapons and Officers can be run over sometimes resulting in life changing injuries or worse. When Officers stop a vehicle they are aware the car may be used to harm them. There have been allegations of racism when stopping a vehicle but it is extremely hard to see who is driving when you are in the vehicle behind, you only see the car. Only when you get the person out of the car and start talking can you build a rapport.

SB talked about time spent in custody as an appropriate adult. The way the Officers are treated and spoken to is often negative. The accumulative effect of daily incidents of abuse must be hard on morale. Despite this, staff still care about prisoner welfare.

EB reminded the meeting to make AKe aware of any stand out good work for local recognition.

AK remarked that hearing good news stories helps with recruiting new Officers.

LT added that compared to the US, British Police are fortunate that when attending incidents, the presence of a gun is far less prevalent. Also, in the US there is a practice of separating Community Welfare from Policing but it seems the British Police have a better way.

4. **LPA Commander's Update Disability in the Workplace EB**

AK asked what happens if Officers are injured in the line of duty and how are disabilities are considered when recruiting?

EB described her previous role in HR and talked about the recruitment process and how those with disabilities are catered for when it comes to the various stages of recruitment. For example, an amputee who passed the fitness test after, 'reasonable adjustments' were made. There are certain things that can't be accommodated at present, such as, if you have taken epilepsy medication in the last ten years, the Force can't get insurance for you to drive Police cars using emergency lights/sirens, which is expected of every Officer. This is, however, constantly reviewed and may change one day. It is important to explain the rationale behind these decisions properly so people understand.

A student Officer will be assessed by a Doctor to see if they are likely to be fit enough to be a Police Officer for a following two years. There is a requirement to be operationally fit during your two years' probation. They need to be physically and mentally fit to be a PC. After two years there are slightly different processes. People do get injuries on duty and 'compassion burnout' particularly on certain departments where the distressing nature of the work can cause mental health issues. A Redeployment Panel can divert an Officer who is 'medically unsuitable' to a more suitable role.

RRK hopes that things are very different now to 10-15 years ago when there was very little support for Officers who attend distressing incidents.

EB informed the meeting of a process called TRIM which exists within the Army, adopted first in Firearms. It recognises a 'demobilise and 'de-fuse' process when a traumatic incident occurs. TVP use ESTIP (Emergency Services Trauma Intervention Programme) which is similar. It involves a trained Sgt who brings staff together initially (but is careful not to force them to recall all the details in an effort to avoid triggering a PTSD episode). They recognise who has been affected (staff on scene, call handlers) where people are made aware of symptoms they may experience. A week or so later, staff meet again and can talk about it if they wish. The plan is to take this a step further and introduce peer support and recognition of the drip effect where symptoms appear following multiple exposures to trauma, such as hyper-vigilance.

RRK noted that this is a significant change. AK said it is reassuring for the public to know such an approach exists.

5. **Stop & Search Data**: nothing to report – to be carried over to January 2025 **EB**

NS referred to a Sec 60 that had been in place a few weeks ago. EB explained this was not publicised to avoid fear and alarm in the Community, following a murder in Brooklands.
AKh agreed that advertising the Sec 60 would have created alarm in the Community so it was the right thing to do to not publicise it.
NS remarked that advertising a Sec 60 on Facebook might mean people avoid the area so arrests are not made. It also causes anxiety in the Community.

6. **AOB** **All**

RRK: Proactive week regarding Rural Crime. Officers seen searching for an elderly MISPER who was found.
HS: Youths have been spotted hanging around in the Middleton/Monkston area after school openly smoking drugs. Youths from outside MK reportedly attend due to being able to buy cheaper drugs in MK. HS will send NS the exact location. Also, on Sat 23rd March, three New Year parties will be held in the Iranian Community.
LP: Reported two break-ins at Age UK Charity Shops. The Bletchley shop was also broken into three weeks ago. Takings and charity boxes are being stolen.
SBe: Four break-ins to Busy Bees Nurseries over the weekend and another on Monday. Possibility parent-child related. Oldbrook and Brownswood areas.
AKh: Break-ins/attempted break-ins mainly to Asian homes using patio doors at rear in Bletchley. Homeowners have been present and seen two people in the back gardens. Despite challenging them, they continued in their attempts, which is frightening.
EB: Two in Custody at present for targeting Asian Gold. Will check to see if the Charity Shop incidents are a series.
AK said perhaps the Cost of living crisis was a contributing factor.
SBe: We don't appreciate what Police do behind the scenes, so thank you.
TJ: In the playground between Bradwell Common/Conniburrow youths are dealing drugs. There used to be drones present (not sure if Police drones) which inhibited this but not seen recently. Many children around this area and parents are worried to use the play area. Some

children as young as Year 6 (10-11yrs) have been seen smoking and hanging out with drug dealers. TJ also commented on the positive work Police do, such as attending the Black Excellence Awards night which improved engagement with young people.
NS informed the meeting that TVP have already booked a stand at Middleton Hall for Black History Month.
KM: Thanks to Police for attending the Women's event at the Point recently and making people aware of stop and search and knife crime. With Ramadan approaching there will be late events on for feasting. There will also be more Women's and Youth's events held soon.
EB/NS: Have already planned patrols there to protect people and reduce crime.
JW: Thank you for help and support with completing intelligence forms. Two officers attended campus recently to talk about on-campus safety and although it was hard to engage with the students, they persisted and eventually broke the ice.
NS: Attended the Somali Women's event recently was very worthwhile. Explaining processes and teaching people how to look out for signs of grooming in children.
AK: Education is vital to break down stereotypes.
SBe: Even pre-school children have negative views of policing due to the influence of their siblings. Police are always invited to the nursery.
HS: Was present when a child in a meeting with Police asked who punishes the Police if they are punishing everyone else?
AKh: Manor Rd Mosque in Bletchley will be doing two lots of feasts for Ramadan from 22:00-04:00hrs. For the Community Iftar on 22.03.24 we have done a 'Terrorism and Risk Assessment' because of tensions around what is happening in Palestine.
EB: There is a weekly report sent out regarding community tensions. There is no hierarchy of racism within Policing. The feeling of not being heard is escalating. Please ask if you want advice about peaceful protests.
AKh: Protests here have been peaceful and respectful.
NS: The multi-faith meeting is clear about no anti-Semitism.
LT: In the US, Domestic Terrorism is considered the highest threat. Lone Wolf extreme right-wing attacks. Is this ideology the biggest threat here?
EB: Yes, it is.
LT: Islamic extremism is not the biggest threat to the Jewish Community. It is people who are anti-Semitic, Islamophobic and racist.
NS: The media foster this when in reality it is the threat of the far-right.
EB: The media language around extremism at present is not recognised in MK.
AK: Within the IAG we have opportunities to work with our communities and meet up to discuss the way forward. There has been dialogue recently with the Synagogue, Muslim communities and Police.

LT very kindly then took those present to view the Torah Scrolls and accompanying artefacts of the Synagogue.

7. **Next Meeting date – Wednesday 17th April 2024 at 6pm** **Chair**
The meeting will be held at the Age Concern Office, Peartree Bridge