

DATE 4 November 2020

TIME: 1400

LOCATION: MS Teams Only

Attendees		Position and Area
Sulayman Munir		Chair
DCI Dave Turton		Crime Manager
Insp. Gassan Shaladan		Performance Manager
Nick Harborne		Member
Sally Leonard		Member
Trip Pannu		CaDO
PC James Morgan		Positive Action Team
Lorraine Briffitt		Member
Errol Masters		Member
Francesca Yates		Member
Victor Koroma		Member
Maria Saltrese		Admin support
Apologies		
Josh Wilson		Member
Supt. Nick John		LPA Commander
Mustafa Choudhury		Member

Item One

Welcome and Introductions

Sulayman welcomed everyone to the meeting. PC James Morgan was introduced and will be speaking about the work he is doing on the Positive Action and Engagement Team today.

Mustafa sent apologies and provided the following update via email: *By way of update on stuff I was working on for Nick...*

Last month, I had a Zoom with Alyas Karmani who has done loads of work around the UK on tackling drugs, knives, CSE, etc.

He has sent me a whole bunch of resources and is offering to run some training.

Here in Reading, we have Maryam Hussain at The Children's Society who does similar great work (lots of overlap with Alyas).

She is going to be doing an online presentation to local mosques and organisations, hopefully next week.

We are getting the conversation going and it is moving towards taking up the very kind offer from Nick to do something jointly with TVP.

Item Two**Overview of Positive Action and Engagement Team**

PC James Morgan reviewed work being done by his team. James shared a powerpoint slide show providing details of this work.

Points included:

Candidates leave after a year or so. Why is this? The high turnover.

Exit interviews are done but we do not have a high level of engagement. Working hours, challenges in the role of an officer (the nature of the work) – are some areas.

BAME – how many are successful in applications?

1.5 get through from every 10 applications. This is improving – to 3-4 out of 10 recently.

Assessment Centre is where we tend to lose people (not prepared, problems on the day). About 50% pass it. And 90% pass their interviews after they get through the assessment.

Nick Harborne would like to meet with James' team (outside the meeting). Also would like some support around hate crime particularly in relation to the Forbury Gardens incident. James and Nick will make contact accordingly.

Gender representation – 35% female with officers; BAME females – James does not have the number yet but confirmed work is being progressed in this area.

Detailed breakdown of ethnicity of applicants? James advised he does not have the number to hand but would be able to provide if members wanted.

338 total applicants and 83 BAME

Asian community we have more applicants than Black African

James advised we are working to address engagement with the above and would appreciate any support from IAG members

Issues with police and community – address advised Victor Koroma. Victor and James will meet outside this meeting to progress.

Focus on how we can engage, including through church – Trip Pannu suggested.

Item Three**Operational Update and Local Priorities**

Insp. Gassan Shaladan provided an update. Gassan is leaving to another meeting to become a coach for new BAME officers. Please email Gassan if you have any questions that he can help with after the meeting today.

DCI Dave Turton provided an update on knife crime. Points included:

Significant drop in serious knife related incidents

Live – the investigations from the incidents in August; however, on a positive note, some individuals will be going to trial in the New Year.

Op Sceptre starts next week – targeting knife crime

Public reassurance – we did quite a lot when the incidents occurred. The incidents themselves were very diverse in nature which is interesting to note.

Positive Outcomes for crime – reviewed by Gassan

Alternative disposals – allowing for closure for victims

This is an area we are working on – quality service for victims

Violent crime – funds from the Violence Reduction Team which have supported work in this area

Prevention – what can we do? Asked Nick Harborne. Gassan will ask Insp. Nat Cox to meet with Nick Harborne or ensure an appropriate officer meets with him.

Item Four

Crime Figures

No report at this time.

Item Five

Force Strategic

No report at this time.

Item Six

Community Members Update

Restarting Hate Crime Scrutiny Committee – Gassan advised we need to look at the format of this meeting in relation to COVID restrictions. Trip advised we need to schedule a date for an IAG member to review the figures and then we can sort. Bring community members in contact with the police is what we need to do for this piece of work advised Victor. **Action: Victor, Trip and Sulayman to meet and put a plan in place to progress the Committee.**

Item Seven

AOB

COVID: what is the expectation of the enforcement of guidance and lockdown? Maria gave a brief update on the work being done on a Force level to keep the public safe and manage the local restrictions.

Meeting concluded at 3:20pm.

Next Meetings:

13 January 2020