

South and Vale IAG Meeting

Minutes



DATE: 14th May 2024
TIME: 5pm – 7pm
LOCATION: Abingdon Police Station/MS Teams

Attendance

David Orpwood	IAG Chairman
Supt Prescott-Mayling	New LPA Commander for TVP South and Vale
Chief Inspector Rachel Patterson	Deputy Commander
T/Supt Louise Warbrick	Legitimacy, Diversity & Inclusion
Insp Andrew Fiddler	Force Retention Team and Force Positive Action Team
	TVP Oxfordshire Community and Diversity Officer
	Wantage Neighbourhood Team Sgt
	IAG member
	IAG member
	IAG member
	IAG member
	IAG member
Admin Support Officer	Minute taker
Apologies	
	IAG member
	IAG member
	IAG member
	IAG member
	IAG member

Agenda

1. Introduction – Chairman
2. Retention – Insp Andy Fiddler
3. E-Scooters – Wantage Neighbourhood Sgt
4. IAGs and Scrutiny Panels – T/Supt Louise Warbrick

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5. Critical incidents and misconduct hearing – Supt Prescott-Mayling
6. Community Engagement – Chairman/all
7. AOB

1. Introductions

The Chair opened the meeting and introductions were made by the guests at the meeting and thanked all Police Officers for keeping our community safe.

The minutes and actions from the last meeting were agreed.

2. Retention

Inspector Andy Fiddler from the TVP Retention team attended the meeting to talk to the group about Officer Retention as this has been raised as a concern at previous meetings.

The three counties (Buckinghamshire, Oxfordshire and Berkshire) that make up Thames Valley Police are the most expensive to live in the country. We have been looking into the cost of living and it is cheaper to work and live in London.

The Retention team was set up in September 2023. We have reviewed the process that we go through when an Officer decides to leave TVP and we gather data via surveys. The team actively engage with officers and try and support them to stay by having career conversations and 'Stay Interviews'. So far we have managed to keep some officers who had already decided to resign.

Student Officers make up our largest attrition rate for various reasons. We have gone back to face-to-face recruitment interviews and have focus groups for the student officers to equip them for what it will be really like once the leave training school.

When the police brought in the degree requirement it stopped ex-military being able to join. TVP have reintroduced the IPLDP (Initial Police Learning and Development Programme) entry route and are now seen as one of best military recruiters in the country.

We are trying to also get the Thames Valley wage increased due to people moving further north for a better standard of living.

Action – Insp Andy Fiddler to present retention data at the next IAG meeting and to link in with IAG Member

3. E-scooters

Sgt Charlotte Holland was asked to come and present the law around e-scooters following a conversation at the previous meeting. The presentation has been attached separately.

Main points:

- An e-scooter falls within the statutory definition of a motor vehicle.

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- Rental e-scooters are permitted in Buckinghamshire, Milton Keynes and Oxford (in Thames Valley).
- Riders must have a provisional or full driver licence to hire rental e-scooters.
- The rental companies provide insurance.
- Must be ridden on the road.
- Personal e-scooters are for use on private land only and illegal on public highways. You cannot get insurance to ride these on roads.
- TVP have adopted the strategy of 'engage, educate, enforce' – 1st interaction, a warning letter is issued. 2nd interaction rider reported and vehicle seized.

4. IAGs and Scrutiny Panels

T/Supt Louise Warbrick was invited to the IAG to talk about the TVP Governance Review. A presentation was shown to the group which is attached alongside these notes. The presentation is based on the OPCC (Office of the Police Crime Commissioner) and TVP Governance Review 2024 and an update of IAGs in TVP with the new Local Command Units being introduced.

The main actions taken from this review are:

1. To improve governance, advisory and scrutiny arrangements for TVP.
2. To establish five IAGs at Local Command Unit level – so for us this would mean Oxfordshire Command Unit and we would need to define the key areas of scrutiny and recruitment/reappointment of the group members and chair.
3. To establish community scrutiny panels (CSPs) and define the areas of scrutiny (i.e. Stop and Search and Hate Crime which we have at the moment) and recruit/reappoint the group members and chair.

We need consistency to how each LCU can communicate and report learning from their IAGs/CSPs so that this can be fed into the Trust and Confidence Board. TVP can look at their response and how they document the learning and feed it back. We have found that IAGs don't always receive feedback and we are looking at how we can formally report the findings back to our communities.

Members of the Independent Advisory Groups will be able to sit on more than one group as long as they are from different tiers. The Approved Governance slide below outlines the different groups and tiers. For example an IAG member can sit on a Local Command IAG (blue) and a the Custody and Outcomes scrutiny panel (green), but you cannot be a member of two Force Level groups or two Local Command groups.

There will be a process in place within the Terms of Reference for each group around the elected membership of specific groups, the Chair and any vetting. The Chair will also have a remuneration of just over £2000 per year.

Trust Survey

This was a piece of work commissioned by the Trust and Confidence Board.

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Unfortunately the small sample size was quite small, but we have used the results to improve some areas. For example, neighbourhood policing are looking into increasing engagement with some age groups as the survey identified a need for improvement. Moving forward we have commissioned a programme with set questions which have been designed by an analyst and a Professor in Evidence Based Policing. The sample size will be much larger and give us more meaningful data over a 5 five year period which will be analysed yearly.

A copy of the survey and a report on the findings have been attached with this document.

5. Critical Incidents and Misconduct Hearing

The Supt summarised a recent potential critical incident on the LPA to the group and the outcome of a misconduct hearing for one of our officers.

6. Community Engagement

We have recently received funding from the home office to help us tackle rural crime. Some of the funding has gone towards some marking kits and the neighbourhood teams will be going out to all the farms on the area marking machinery/tools and giving them crime reduction advice.

Concerns have been raised in one local village around anti-social behaviour. This has been followed up well by the Police. However the population is increasing and the village would like to know who they can discuss the issues that are of concern with the growth of the village. They also want to know who they can contact to help support a Speedwatch scheme in the village.

Funding is available for Community Speedwatch with support with training and equipment. These are encourage by TVP as it will provide evidence for where we can deploy the vans/cameras.

Action: To pass onto IAG member details for a contact who can support setting up a community Speedwatch scheme in his village.

Date of next meeting: TBC