



# Wycombe LPA IAG Meeting

## Minutes

**DATE** 11<sup>th</sup> March 2021  
**TIME:** 18:30 pm  
**LOCATION:** MS Teams Only

<b>Attendees</b>	<b>Position and Area</b>
RM	WIAG
MC	WIAG
CDF	WIAG
SJ	WIAG
BA	WIAG
SP	WIAG
HSP	WIAG
NS	WIAG
HN	WIAG
AA*	WIAG
MY	WIAG
AA	WIAG
DF	WIAG
RK	WIAG
SA	WIAG
OI	WIAG
AM	WIAG
SY	WIAG
MB	TVP - Chaplain
EB	TVP - Commander
GS	TVP – Deputy Commander
CP	TVP – Head of PSD
BR	TVP – Head of Local Policing
AM*	TVP – Positive Action Engagement
SS	TVP - CaDO
RN	TVP - Minutes
<b>Apologies</b>	
KS	WIAG

**1. Welcome and Introductions:****IAG Chair**

Four new members welcomed.

IAG members introduce themselves.

**2. Previous notes/actions:****All**

Minutes approved as a true record.

**Action:** EB to circulate current Thames Valley IAG policy. COMPLETE

Action: If members do wish to consider adopting a local Wycombe version whereby the tenure of the Chair and Deputy Chair can be amended, please can they notify the Chair and discussions will commence at the next meeting. Thank you for feedback

**Action:** RM will share with RK COMPLETE

**Action:** SS to share with Sab COMPLETE

**Action:** Slides to be distributed to WIAG by EB after the meeting COMPLETE

**3. Role of the IAG:****Deputy Commander**

Encouraging to see so many people; welcome to the new members.

GS has been in policing for 19 years; Hampshire and TVP. He has joined Wycombe after 7 years on Reading LPA. Has worked a good deal with the community, partners and neighbourhoods. Joined Wycombe in a strong position and is getting to grips with the area. He still has plenty more people to meet. Joining an area in the middle of COVID is a unique experience!

Thought it would be useful to share knowledge from Reading LPA.

The purpose of an IAG first and foremost is as an advisory group to the local policing area. Every local policing area has an IAG and its role is to provide independent advice to the command team – as an extension to TVP. The purpose is set out by a Force terms of reference. The independent aspect is you – the unique part that you bring based on your experience, whether it's where you live or the work you are involved in – that's the independent aspect. As we saw recently, that's the power that comes with the IAG – the power of collectively coming together to provide a voice to the LPA Commander. The separation between the independent element and identity of it being an extension.

IAG do's operate differently – there is a piece of work going on at the moment to see if there is room for flex. We have a set number of regular meetings and some spontaneous

meetings; this is where we see the value. To be presented with a scenario, a set of circumstances, vague facts to provide advice. Your role is very important, to listen and to hold us to account in a constructive, helpful way – we are in operation to serve the public, you are here to serve your communities. It's important we make this clear – understand the purpose.

RK (Vice-Chair) – attended one meeting. Felt that it is a very good thing, very positive, think it could be better. The term critical friend is used but this doesn't feel appropriate. Feel we would be able to give more if an autonomous group. A partnership but with our own rules. The roles of the chair and vice chair should only be functionary, shadowed by vice chair – so everyone gets a chance. Do not always need to speak about specifics but can engage more about general things: terrorism, travellers, mixed marriages etc – not trying to defend or promote themselves. We should feel we are in a safe place where we can communicate and discuss things. Feel we should have our own meetings. All PCs who join the LPA should associate with all members with the IAG – have dinner etc. Feels it would develop a deeper relationship and understanding of the community where they work.

GS: Some very valid points made. First and foremost, the IAG has to have absolute clarity, using the structure set out by the Force. What has come to light is the value in having a forum to have a continued conversation, that can't take place within the IAG but still needs to take place; a community forum. There has to be a distinction between the two. The idea is to potentially create a community forum that captures some of what you have just said there. Please email proposal.

**Action:** Agenda item for next meeting: discussion to take place and to bring back to the next meeting regarding the creation of a community forum.

EB: Would echo – RK/RM/EB went to MK IAG to observe.

AA\*: When all initially joined – we received the terms of reference. Looked at the tenure of the chair – could we reduce that time to give various people a chance?

GS: Trying to get up to speed with terms of reference and how we have developed, where we were several years ago and where we are now. Not a complex issue – we are an IAG and need to operate within the rules. Happy to have a conversation off-line.

Election of Chair - TVP is looking at IAGs and ToR – not yet clear. Can be a conversation piece.

BR – The review of the IAG is being undertaken by Local Policing Command (BR Head of). Will be looking at: how we recruit; vetting; chair tenure etc. We want to do in

consultation – some flexibility but some level of coherence on how IAGs work for the Force – data/what we can provide. Would encourage flex but within boundaries. As soon as we are in a position to be able to come back we will – we will not make decisions without consultation.

SJ – The actual document – not very readable, the one that was created for Wycombe is somewhat more easily understandable. Would be good to have a simpler version for members of the public to assist with understanding.

For the newer members: You can ask as an IAG for a number of things you would like your local policing area to present to you. We can present data, number of incidents regarding complaints, Force wide picture, outcome of investigations, what the IOPC recommendations are, and neighbourhood engagement operations/success measures.

We want to do the best we can for our communities and we need the feedback, a two way conversation, through the IAG and other community forums. It's how we get better and serve you better.

With prior notice we can provide you with any information you are looking for.

#### **4. Review of Critical Incidents:**

**LPA Commander**

##### **Inappropriate joke:**

Many of you kindly assisted in sharing your views about a week ago. Thank you for your time and for your frank and honest feedback which was shared with senior officers. A decision has been made.

DCS CP, Head of Professional Standards (PSD) and responsible for ensuring discipline across the force:

Officer at a briefing made a joke in the worst possible taste. The positive side is that 10 officers immediately challenged and reported the matter. It was reported to PSD and subsequently went to a misconduct hearing. Expectation is that it would go to dismissal. Was quite shocked by the outcome of the panel: Sanction was a written warning.

Possible sanctions:

Dismissal

Final Written warning

Written warning.

The misconduct panels are completely independent of TVP – Supt on the panel who represents but not the Chair. Decision left us somewhat reeling. Very grateful to EB for pulling together the meeting very promptly. Made the decision very quickly that we would try to challenge the decision. There is no right of appeal for the police force only the officer. Legally we could seek a judicial review. Instructed council who very quickly turned around written advice – no prospect of success, the reason for this was twofold: there has

been a breach of regulation/procedure, we couldn't use this as panel had followed correctly. The decision was unreasonable; that no person would come to the same conclusion. We have been considering other options available to us:

The officer was still in probationary period – opportunity within regs to put forward as a failure of probation – would go through a panel and then the CC decision. In accordance with regs – not physically or mentally sufficient to become an officer. Risk of double jeopardy – unfairness.

We are acutely aware how strongly people feel about this decision.

Even if we go ahead it doesn't guarantee success. Could be overturned by a judicial review or CC's decision.

SA: Impossible to give an informed decision without knowing what was said.

EB – happy to give a separate brief.

RK – Worth doing whatever you can to make this go away – challenge the probation. It's difficult to go back to the community and say it's all good when that feeling is still there. Everything needs to be done – if it doesn't work, he needs to come into the community to learn. It will build division. Certain communities feel more put upon than others.

SY – HR point of view. Probation: extension to extend to rectify himself. A second chance before dismissing him.

CP – there is that opportunity I believe.

BR – we can put an extension on the probation. Question - what are we looking for? Worked in a lot of diverse communities across the Thames Valley – my concern is what am I looking for in my police officers, would I feel confident in that person? Anyone can hide their true colours for a period of time. How would we measure that?

AA\* – Three issues: 1. The wider public interest. 2. Potential bias – issues in court. 3. Resetting relations/wider public relations. Playground racism – joined the police force, adult, waited for superiors to leave the room. Double standards.

LS – Having two bites of the cherry – reserved comments but felt it would have been far-fetched. Would make a strong case that this would be an unfair dismissal that it has already been tried twice. He may feel the police force now has it in for him. There are other options. Extend probation, get him out to the community, sat down with people who have experienced extreme racism. He was comfortable in front of 10 officers to say the joke.

MY – 2 points – 1. Before this incident, what was he like/record what was conduct? He joined in Jan 2019 – 12 weeks training, leave and then joined in April 2019. Rated highly by PS – hard-working, quite a quiet diligent officer. 2. Was it premeditated – didn't agree at all – thought about after for a long time. Seemed to have remorse – feel he should have a second chance.

SJ – a large Muslim population in Wycombe – an enormous amount gone into integration. Has the potential to do a lot of damage. Police need to be seen to have done everything they possibly could. Exhaust everything you could do.

AA – The next steps are key, don't want to create more damage. A lot of racism. How long has he had that seed – just a joke or will it come back out again. The pros and cons – decision make now is very important. Do you think he can change, one off, people can hide things, very important when you decide to make the next step? Not just to TVP but between the police and the community. At that moment what was he thinking? Why did he do it? If it rears its head again there will be questions. You shouldn't even be thinking those thoughts.

MC – reflected first couple of weeks. Shocked to hear he wasn't sacked. Put TVP in a hole, doesn't mean they should keep digging. Whichever route they take they will be challenged. Too late now. Legitimate way to get rid of which was the misconduct period. This didn't happen. Don't like the result but as adults we have to live with it.

BA – As a Muslim, forgiveness is the first port of call. Having thought about it I would like to forgive him but it does not mean that you should have that person kept in the same position. Being in a probation period, usually on best behaviour, this rings huge alarm bells. Public perception. I may meet him on the street. I would expect our young people to show respect. I would not have that same confidence who has done that.

DF – not part of last week's meeting – worked as a magistrates for 26 years. Had a similar incident with a magistrate repeating something they had heard and thought was funny (who was top level). Dealt with it – felt let down – got to the bottom of it. Person had heard a senior member say it and get a chuckle, tried to do the same. Need to look at why he felt comfortable to say it in front of colleagues. More investigation as to why. Education and understanding is needed as to why this is not appropriate. If the panel didn't dismiss him, I don't think you should have another go. Police officers come from the public, they are not all perfect, need to educate them.

BR – reassurance. The different aspects to this: what we do with the officer himself. Debriefing of the panel, community aspect, was there something in the culture of organisation to feel that level of safety, even amongst his colleagues. We are already looking at the final point to see if it exists, and if we find it does, what we can do. It would be remiss of us not to look at it with a wider lens.

SA– Diversity training – does it feature? It is a training package they have within their first few weeks of training? Reviewed every two years. Part of ethics.

DCS CP – will be referred to a panel before going to the CC. Thanks to all for a constructive conversation.

### **Youtube video**

**Action:** to include at the next meeting.

**Stabbing of individual** – still part of a criminal investigation. Will be looking at police procedures.

**Action:** to include at the next meeting.

**5. COVID 'Easing of Restrictions****Deputy Commander**

After PMs Announcement re the steps to ease lockdown. Conversations have taken place locally and across the force. The unified position is that we must continue to ensure we are engaging with the public and to educate and to enforce when it is very clear there has been a breach. We need to be balanced in our approach to this. Ensure message is very clear to our communities tailored to our PMs Announcement.

Meeting taking place tomorrow to understand the impact. Groups of 6 outside. More activity in public areas and in the town. Needs to be balanced with non-essential shops opening. Trying to encourage a town centre to bounce back and daytime economy to flourish.

Plans which will be shared tomorrow. What they need from us and how we can work together.

Look to increase policing presence. There is data around the first easing of lockdown. Hotspot areas – public areas / spaces. Where do we need to patrol and have a bigger presence? Extra resources, initially from NH teams.

Initial meeting with some publicans to speak about what the easing will look like for them. Balance as a signal agency, we want to encourage but ensure people adhere to the rules. Drinking and socialising sensibly. A difficult balance – freedom and support but also safety and people not abusing.

We will be having additional support to response teams – arranged for an uplift. To create a buffer to give our response teams a little more resilience.

**6. Knife Crime in Wycombe****LPA Commander**

EB discussing how the threat can feel. Mentions murders in Reading.

Can be seen as a local issue when looking at the media.

Knife crime is very much a priority for TVP.

We have seen a reduction in Wycombe. Year on year, numbers are declining. We do have a problem but numbers are reducing. Subject to extensive scrutiny.

All the work we are doing – is there anything we are missing?

EB talks through the slides: Overall figures for possession.

What are the reasons that make young people carry knives: computer games, peers, thing to do?

SJ – consequences of action doesn't fully develop until 18 years.

HN – amalgamation of issues – if you look within certain areas/more deprived. What activities are there for the youths to do? If not attending a youth club and not much stability at home? Influence of 'grill' music which glamorises knife culture. Refreshing to see that the stats have come down.

EB – final point – £¾ million to tackle violent crime. We have divert based in the custody world – early intervention.

**Action:** slides to be shared.

**7. Stop Search****LPA Commander**

Next meeting.

**8. Dog Thefts in Wycombe:****Deputy Commander**

AOB Research carried out. Wycombe LPA have had only 4 reports since last April.

Conscious from social media that it is a national issue. Dogs are an expensive commodity.

Reassurance that we are not suffering at the moment from high numbers.

NHW work looking at impact.

Is it a media frenzy or is it a bigger concern?

**Action:** EB to attach survey to the minutes.

MY – is there potential for TVP to do a poster offering advice on social media on what to do and to show that TVP and take it seriously?

EB - There will be some preventative work.

Chipping Norton offence where dog was taken off them when they were walking the dog.

Urge people to formally report. We need to be fully sighted to understand the bigger picture.

**9. Any Other Business****IAG Chair**

N/A

**10. Next Meeting Dates:**

17th June

9th September

2nd December