

DATE 17th June 2021
TIME: 18:30 pm
LOCATION: MS Teams Only

Attendees	Position and Area
RM	WIAG Chair
MC	WIAG
SJ	WIAG
BA	WIAG
HSP	WIAG
NS	WIAG
AA*	WIAG
AA	WIAG
DF	WIAG
RK	WIAG
SA	WIAG
OI	WIAG
SY	WIAG
MB	TVP - Chaplain
EB	TVP – Commander
GS	TVP – Deputy Commander
SB	TVP – Neighbourhoods
RN	TVP - Minutes
SS	TVP – CaDO
AL	Observer
HL	Observer
Apologies	
CDF	WIAG
SP	WIAG
MY	WIAG
HN	WIAG
Did not attend	
AM	WIAG
ZU	WIAG

1. Welcome, Introductions and Apologies: RM**2. Previous notes/actions: RM**

Minutes approved as a true record.

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. GS speaking to RK regarding this – **for next meeting C/F**

Action: to include Youtube video at the next meeting. **Complete**

Action: to include Stabbing of Individual at the next meeting. **Complete**

Action: – Knife Crime slides to be shared. **Complete**

3. New TOR and Handbook for the IAG: JB

National Independent Chair of Advisory Groups – throughout the UK.
Advisor to CC and PCC on ethics and standards – small fee for each meeting.
Chairs the Strategic IAG (SIAG).

Chairs from all local IAGs are classed as members of the SIAG, there are also some specialist members – deaf, lawyer, various denominations including a bishop from the New Covenant Church. SJ attends in his capacity as a Neighbourhood Watch Chairman.

There is no hierarchy – each IAG is its own entity. The involvement of local IAG Chairs in the Strategic IAG is for specific incidents.

What is an IAG and what does independent mean?

When you look at the way all police forces work; every day officers are out and about talking to communities, talking to people, they have a very good idea of what's going on, it's their job to know what's going on. It's the Commander's job to ensure TVP has a very good understanding of their areas. IAGs are there to ensure that views are debated and minority groups are heard. They are formal meetings between the public and the police with minutes being taken. IAGs offer independent advice – this is what we need to focus on. Anyone can form a group to discuss matters that may involve the police ie Stop Watch but this does not make them an IAG. TVP can disband an IAG at any time or stop/restart. It is not for us as members to tell the police how we are going to behave – the police decide the TOR, and as members we accept that. If you would like to move away from this you are more than welcome to break away and set up another group – which I'm sure the police would listen to.

IAGs formed 25 or so years ago as a result of the Stephen Lawrence murder. They were set up to be a partnership between the police and the community. Independent only in respect of their views.

Recent changes have been introduced in the IAG Policy. The Strategic IAG looks at the policy the Force uses for IAGs. There have been changes at the top of the structure. Elections for the PCC recently where Matthew Barber was elected and has taken up his post (he was Deputy PCC). Another change is Christian Bunt, ACC with overall responsibility for local policing which includes local IAGs. TVP also has a dedicated Stop Search IAG – Force level. Each IAG is expected to have Stop Search on its agenda. Chief Supt Rory Freeman is looking at Use of Force so a small IAG has been set up to advise him.

Recruitment:

The driving force for recruiting is with the IAGs. The local IAG chair to work in conjunction with the Commander (or possibly the Deputy Commander). When we try to get new members into the IAG there are various different ways; irrespective of how they apply, they are invited to apply through the chair. It is not a job application, but a form does need to be completed – designed to provide basic information only. Quite possible someone may wish to join who is acceptable but the demographic may already be represented; they can go on a waiting list. Talk to people in your communities, suggest they fill in an application form – informal discussions, that get someone interested. Conversely it could be that a PC or the CaDO or someone else employed within TVP suggests joining to someone. Someone may see on the website and fill in the form – there are a host of ways to become a member. Application is initially sent to an Admin Support Officer. A discussion may take place with the applicant to ensure they fully understand what is entailed. The Admin Support Officer will send the application to the vetting unit to carry out a basic background check and make a decision if this person is acceptable to be a member of the IAG. It may be that TVP decline the application. This is private matter, if they fail it is important that members are not aware. If agree to take on an induction pack should be sent and induction training offered.

The IAG knows its area better than anyone else so should be able to decide their demographic; who is in the group.

Constructive Challenge:

Prior to AAC Bunt, ACC Ward was in his position, he expressed concerns that it's all too easy for IAGs to become a 'chat shop'. He witnessed people turning up, having a cup of tea and a biscuit, they had the ear of the Commander, and went away feeling informed and that they'd done their bit – this is not what is wanted from an IAG; pushback is required. Need to be listening and constructively challenging – this is why the IAG exists.

Who does what?:

The taking of the minutes and publishing is a clerical role undertaken by TVP. The agenda is set by the chair, in conjunction with the TVP IAG lead. The minutes of the meeting will be published on the TVP website. TVP will set out a style/template to ensure they are done in a similar format.

Terms of Reference:

These are not a local matter, they are a TVP matter. They have been agreed and are very simple, standard and straight forward. The chair is elected for 4 years, as is the vice-chair – they can be re-elected. If some members do not attend on a regular basis a decision needs to be made on whether or not the person really wants to support the IAG and a conversation is needed.

Communication:

Essential that IAG members come from different communities and can also communicate with their communities. It's a two way communication that the police and IAG are looking for. What the feelings are in communities which are then fed back to the Commander. Caveat: some people join an IAG as they have a particular knowledge/understanding of certain areas that local police areas can benefit from – ie critical incidents – not all members wish to be identified and this is ok – the onus is put on the IAG itself and not independent members.

Annual Review:

How do you think you are doing? How do the police think you are doing? How do you think the police are doing?

There is a template with questions of what you should be asking yourselves at least once every two years – ie do you feel effective in shaping TVP policies? Once discussed the chair or vice chair should sit with the Commander and discuss the performance of the IAG.

Induction Training:

This is available from the SIAG. Easy to deliver – slides are on the TVP servers so we can go to any station and hold a session.

Any questions?

HSP – what is the correlation between Strategic and local IAG – what relationship?
JB – there is a positive relationship between Wycombe and SIAG – RM is a regular member. We receive updates from RM and I know the Commander reasonably well, a good relationship.

AA – the hierarchy – what are the chances of making the hierarchy more diverse?
John B - we have no say over 12 of them as they are chairs of local IAGs – academic lawyer, deaf community, learning difficulties – made a point of going out to recruit them. Reading IAG chair is Muslim, Bishop is North African, LGBT community, Rural community, we are quite diverse. We all need to be far more diverse than we are. We are reliant on people wanting to be involved. IAGs themselves should be looking at their demographics and asking, if they don't have representation, how they can achieve this?

4. Police Review from the last 3 months:**EB**

Recent knife crime incidents

A lot in the media, locally and nationally – high concern. We accept this. Carrying on from the theme that JB has mentioned – are we getting it right in our delivery?

42 knife crimes – (definition of knife crime: act of violence and sexual offences where a bladed item is involved). Could be a stabbing through to a minor injury. Also involves Domestic Abuse. When someone threatens someone with a knife. We appeal for witnesses in certain incidents. We are mindful that this raises the fear of crime.

KFC in Belfield Rd – Ian Knightly, convicted and charged. MH issues and threatened users of KFC.

Two 14 year old school children outside Sports Direct. Altercation which resulted in the suspect stabbing the victim twice in the groin area. He is still on bail pending charges.

KFC in London Rd - domestic incident; attacking the new partner of a lady.

What do police need to do to reassure the public? That the incidents are being investigated, that there is no greater threat to the public, that they are not linked.

SJ – problem when things reopen a large number of people will be coming in to the centre – due to media they will be quite worried. Police presence to reassure that it's ok to go to the theatre etc.

Crime figures of exceptional note

Burglary and Theft from Motor Vehicle are down.

Increase in Robbery – Year to date we have had 16, this time last year 14. Challenging to reference against COVID.

A majority are unwitnessed in public places, victims are not being very supportive.

This is an area of concern.

DF – is there a fear of reprisals including on Social Media; making their lives miserable? Is there anything that can be done to protect them, to monitor their social media re threats etc?

EB – There is a fear that people may know where they live. I cannot recall any incidents where witness intimidation has taken place on social media, we would have to rely on the witness to notify us – we cannot just monitor their social media. If young we can get permissions for their parents.

Recent police operations

County Drugs Lines (CDL) – a lot of media attention celebrating our successes – the number of warrants we executed and the number of weapons, drugs, vehicles and money we seized. Nationwide we are looking to prevent and disrupt.

AL – do TVP experience a specific age demographic of people coming into HW and selling drugs?

EB – 6-9 months ago young black boys 16-19 year olds. This has changed – we are seeing young 14-16 year old girls – looked after children who had been given accommodation in Wycombe, they are now in secure accommodation. Harder to blend in on trains currently – so very much changing with transport used and who they are using.

EB – is there sufficient communication?

RM – Enjoyed seeing the posts from successful operations that have happened and seeing the responses on social media. Seems to be a wanted and a popular way to communicate with the public.

SJ – congratulations on the successful campaign – well publicised. Also noted that the local populous were commended for providing a lot of information. People need to know that info they give is put on a database – it might not look like much is happening at the time but it will.

EB- important for us to build up an intelligence picture. We need enough to get a warrant from a magistrate – needs to come from more than one source, to ensure it's not just malicious. We have finite resources so need to maximise.

MC – Media strategy was excellent – hitting so many avenues – different ranking officer's lots of good social media, education amongst parents and children. Good for communities to see that things are being done.

EB – we are trying to make TVP a hostile place.

RM – do you get feedback when you have been in to visit schools – that it has impacted?

EB – PCSOs often get feedback – especially re the realism / it's not just a computer game. The most positive outcome is where students have gone to teachers and said that another pupil has a knife because the implications have hit home. We have then gone into the school as part of search and found hidden knives.

5. Stop Search:

GS

Arguably one of the most contentious police powers – originally pulled together as a preventative measure. The idea to search and find items and prevent what might take place later down the line. As we have seen with number of policing areas, and with more scrutiny, understandably, we have been left trying to question if we are using the powers

as they were original intended and are they being applied as we they should be. We should continuously reflect on this.

The TVP process on recording is going to change – currently an officer who conducts a search will fill out a piece of paper, there are occasions when an individual will refuse to engage and give details - that record should still be completed. Once completed submitted for a supervisory review and given to intel team to see if plays a part in a bigger picture etc. Will then be inputted manually onto our systems. Will change with a new system which is an app on a mobile phone – straight onto database and copy emailed to individual, cannot get lost. The integrity of the data should be better.

The data concerning shows that Wycombe has the highest disproportionality rate – with regards to white and BAME background individual – 7 times more likely to be stop search if you are BAME. There is a big gap for us to fill and to understand why. When you have a focussed operation, the one thing we haven't been good at is recording the info around the investigation – who, colour, age etc – data which if we had stored and kept a record of, we could look at the data and gain some understanding. Since a force-wide review of Stop Search there are still some concerns around the data we are using.

GS presentation with figures: from June 2020 to today's dates for Wycombe LPA.

The purpose of sharing this data is to promote a conversation – what explanation can we give you to explain this figure?

GS goes through the teams, how many stop searches and what the positive outcome rates are. GS explains this is used to monitor performance.

Examples:

Vehicle is stopped (stopping a vehicle is done under a separate power - this is not a stop search). Smells cannabis, makes a decision to search vehicle, 5 people in the car who are all searched – one person has cannabis straight away the positive outcome is 20%.

Stop a vehicle, smell cannabis, 5 people, search everyone and find nothing, perhaps a grinder and Rizla papers, no offence as no cannabis, this is then 5 searches with no positive outcome –

These examples have been used to give a balance - still not comfortable with the number of searches against positive outcomes.

If we have a spike for a specific type of crime – we will record activity as a focus and agree on focussed activity. We will record all the info we have, descriptions/crime type etc.

Daily briefings given to officers to guide them on their tour of duty. Need to scrutinise the messaging we are giving to our officers. Endeavour reviews where individual officers are scrutinised – if 1 officer has conducted 100 stop searches and they have 10 positive outcomes; what is the officer's activity like? Who was the Sergeant? Is there a bigger picture to try and provide some accountability and transparency?

Trial going on across 2 LPAs – using training that has been shown to have really high success measures for positive outcomes. Trained to spot certain factors within an individual where something isn't right – training is very expensive, need to look at how this would be rolled out.

Will update once more is known – certainly by the next IAG.

SJ – if your positive outcome rate is the same then it is not disproportionate.

GS – data around disproportionality is from the demographic that is known about our LPA. The volume of stop searches is the disproportionality – over 7 times more likely to be stop searched if you are Asian – Looking at what is driving the officers to stop search an individual. What is the make-up of the criminals on our LPA?

BA – left meeting

HSP – left meeting

MC – Presenting that intel at some point in the future will target High Wycombe active criminals – this type of system will not exist. Quality of intel will always be limited. Would like to see a presentation at a higher level.

GS – we need to ensure we are scrutinising what the intel product is providing to our shift officers – the future is no different, apart from not giving vague information ie just the colour of someone's skin. Scrutiny to ensure the message being given to the officer is what we know – if we don't have enough information to give direction then to not put it on the briefing. We go through the last 10 weeks with officers, the only other option is to do 12 months or to date.

6. Review of Critical Incidents:

EB

Incidents that have had a significant impact:

Audit Britain taking photos of the station

Two officers stopped and spoke with him. One of the officers swore at the individual very early on in the conversation.

Reflective practice for PC Thomas and moved to Amersham.

Other officer has received a final written warning and removed from NH policing; community confidence and engagement is important.

Inappropriate, premediated, racist joke

Deemed to be subject to misconduct, initially given a warning. TVP did not deem it to be a suitable outcome. Was dealt with via Reg13 as the officer was in his first two years, this gives the opportunity for the Chief Constable (CC) to dismiss the officer. CC finally made the decision that he should be dismissed; yes he was remorseful but he should have known better.

7. Hate Crime Panel Update:**SB**

A new idea. Invited members of the public to help us scrutinise how we deal with Hate Crime on the LPA. Insp Bobbett has taken the lead.

Idea is to send out a number of the jobs we have had in – 35 occurrences since Feb – the panel will choose 4 out of them to look at in detail, they get to pick from all occurrences. Very much a learning process. Want the feedback from the meeting.

8. Intensive Engagement Project Update:**SB**

Castlefield. Police with partners (council, housing, schools, mosques, churches etc) and community to problem solve. Not a quick win.

We don't tell Castlefield what the problems are, we ask them what they think they are and we then work with them to problem solve. Currently at step 3 of an 8 step process – 'rich picturing', includes what children see as the problems on the area.

First 'in person' meeting on the 1st July – to look at the themes and issues we have.

We are also asset collecting – skills and connections to try and make the improvements once issues are identified.

GS - Left the meeting.

9. Members Update:**RM**

New item – specifically for IAG members to bring concerns from their communities.

10.AOB

Action: RM to look at adding the length of time people have to present on the agenda.

Next Meeting:

9th September 2021
18.30 – 20.30