

Strategic Independent Advisory Group Meeting Minutes
Official

DATE:	Wednesday 2 February 2022
TIME:	18:00 – 20:00 Hrs
LOCATION:	MS Teams Meeting Only

Attendees:		Position and Area
	JBarl	Chair SIAG
	CB	T/ACC Local Policing - Thames Valley Police
	SGra	Ch/Supt Local Policing - Berkshire
	CL	School of Law - Oxford Brookes University
	SJ	IAG – Wycombe & TVNHWA
	OS	SIAG - South Oxfordshire
	ET	Chair of Wokingham IAG
	CW	Strategic Governance
	JR	Deputy Chair SIAG and Chair of SSIAG
	SS	Representing Deaf Community
		Interpreters for Sylvia Simmonds
	JH	Supt – Diversity and Inclusion
	KP	RBWM IAG
	NS	Slough IAG
	GH	Chiltern and South Bucks IAG
	SG	Strategic Governance
	SB	Guest Speaker – VAWG / Rape
	KM	Staff Officer to T/ACC Bunt
	JoBr	COA to T/ACC Bunt
Apologies / No response		
	CK	Assistant Director for People – TVP (Apologies)
	KBG	Ch/Supt Local Policing - Oxfordshire (Apologies)
	FP	LPA Commander - Bracknell and Wokingham – Victim Satisfaction Lead (Apologies)
	RW	Corporate Comms – TVP (Apologies)
	QV	SAME / People Directorate – Apologies
	DT	SIAG – Oxford IAG (Apologies)
	DO	IAG – South and Vale IAG and Rural Crime (Apologies)
	AK	SIAG – Milton Keynes - (Apologies)
	JT	SIAG – Windsor & Maidenhead (No response)
	SMas	SIAG – Reading – (No response)
	PC	IAG – Chesham and Amersham (No response)
	MT	Bishop – NLCC Oxford – Pastor Forum

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	SM	Chair of Reading IAG
	RM	IAG – Bicester
	RMoz	Chair – Wycombe IAG
	SSev	Aylesbury Vale IAG

1. Admin

01. Welcome.

Chair welcomed everyone to the meeting including new SIAG members, Apologies noted

2. MOLM

002a Minutes of the Last Meeting held on 20 October 2021

002b Accuracy - Agreed as an accurate recording of the meeting.

002c Matters Arising:

- i. 28 July IAG Minutes to web site - completed
- ii. April 02: Awaiting ACC De Mayer presentation – Chair to send out.
- iii. Circulate data from DT: - removed from agenda
- iv. Judicial Review Disciplinary Matter – completed.
- v. Comms Team - carried over to next meeting.
- vi. Update on VAWG / Rape – covered in today’s meeting – completed
- vii. Victim Satisfaction Pack and Feedback - carried over to next meeting
- viii. Project Vigilant Slides – distributed - completed
- ix. Runnymede Trust Report – carried over to future meeting.

B/F

003 Teenage Perception of TVP – for discussion later in meeting.

3. Standing Items

004 Stop and Search IAG – Chair of SSIAG

JR: Thames Valley Police are still awaiting on the recommendations from the recent HMIC inspection. The SSIAG now includes the Use of Force – the recording of data for Use of Force only started in 2017 for the Home Office, there is some inconsistent recording of data nationally. At the last SSIAG, we did discuss and look at the data provided for the number of incidents within 2020 and 2021. The 3 x main LPAs for 2020 and 2021 with a high volume of incidents involving Use of Force were Milton Keynes, Oxford and Reading. In 2020, the numbers recorded for the Use of Force incidents were 16,346 and in 2021, there were 12,022. There were 10 incidents for 2021 where Use of Force was used on children under the age of 11 years, between the ages of 11 – 17 there were 1028.

JR: Stop and Search – overall there has been a reduction in S&S. In 2020, there were 21,118 and in 2021, there were 16,393. Majority of S&S were carried out in the hotspot areas of Milton Keynes, Oxford, Reading and Slough. In 2020, the age group of 10 -17 years of age saw 3,796 Stop Searches and Search and in 2021 there were 3,064.

Thames Valley Police are going to provide more in depth data from the Pronto App. Roll out will be in April 2022.

Thames Valley Police are also looking at more S&S specific training to build officers confidence when undertaking a Stop Search.

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NS: Does the Stop and Search data provide figures for people with learning disabilities and autism?

ACC LP: We do not have those figures – the issue would be firstly whether officers would recognise any disability or vulnerability – they would need to be able to recognise it before they record it. Ethnicity is a legal requirement that needs recording.

Supt JH: There is not that level of detail on the Stop and Search Form. However, neurodiversity training will be available for Officers in August.

JBarl: We did have a member of SIAG with learning difficulties; he is no longer a member. However, we have someone currently going through vetting and hopefully by the next meeting we may have someone who will represent the autistic spectrum.

ACC LP: Reduction in the number of Stop Searches – further analysis has been requested around this. There has been a drop off in S60 activity, which is the Stop Search powers we use in terms of tackling knife crime. S60 is an important tool to use to protect our communities. The reopening of society following lockdown, we have seen significant increases in crime and demand for the force, and Officers have lost some capacity to do Stop Searches. Following the release of the video around BWV and Stop Searches, Officers may have also lost some confidence in doing a stop search, which is why we are looking at doing more training around Stop Search.

JBarl: This SIAG supports the use of Stop and Search and see it as a tool that the police have to reduce crime and to protect communities. .

Supt JH: Provided a graph depicting Monthly Stop Search from April 2017 – Dec 2021 showing the decline through 2021 – the likely explanation for the decline is the high level of demand seen by the Force.

JR: We will be setting some dates so the members of the SSIAG will be able to view BWVs on Stop Searches.

Stop and Search Complaints – In 2020 there were 22 complaints / in 2021, there were 26 complaints – There are still 13 live cases. The Communities are engaging with the Police and are confident to complain

005. Equality and Diversity – Chair of Stop and Search.

JR: Thames Valley Police take Diversity and Inclusion very seriously. The Chief Officers discuss their E&D portfolios, which include, age, disability, race, religion and belief, sexual orientation, gender reassignment, sex, pregnancy, maternity and civil partnerships. The standing agenda items include Employment, Health and Wellbeing and the Positive Action and Engagement Team, and Leadership and personnel.

The first meeting for this year was held in January. The NPCC has been consulting with Chief Constables on Policing and Institutional racism – they are looking and discussing institutional racism, and whether, as a UK Force should be apologising for institutional racism within a community, in particular, the Black Community.

The NPCC are developing a Race and Inclusion Action Plan – Chief Constable John Campbell, attends NPCC meetings.

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The terminology of BAME (Black, Asian Minority Ethnic) was discussed. Chief Constable Campbell was very open and transparent and allowed Officers and Staff to provide their opinions. It concluded that Thames Valley Police will not use BAME and will use the full acronym

The Chief Officers Diversity Portfolios:

- Age – looking to develop a Young Persons Forum and are currently working on developing the Force Youth Engagement.
- Disability – Currently have 290 Buddies within a Buddy Scheme to support Officers and Staff. There has been an increased in the ill health and injuries whilst on duty – the Force is investigating the data around that.
- Race – There is a Race Delivery Group - this group have discussed how they can encourage members of the community to join the Force. They are also working with the Neighbourhood Officers to ensure they have knowledge of the recruitment process. This Group will also manage the NPCC Race and Inclusion Plan due to be published this year.
- Religion and Belief – The Group is engaging well. The Sikh guard went live in January 2022 and it is used to report hate crime. (National Sikh Police Association) The Force is looking a Prayer facilities – a multi-purpose well-being room could be used for this.
- Sexual Orientation and Gender Re-assignment – members are engaging and working with the NPCC Framework.
- Sex, Pregnancy, Maternity, Marriage and Civil Partners – funding has been secured to raise awareness of menopause for Line Managers. Also piloting a female only fitness test for staff returning to work from a period of absence – maternity leave. .
- Police Uplift Programme – The focus for the next 12 months will be retention and on rejoiners.
- Positive Action and Engagement Team (PAET) – currently waiting on their recruitment stats around diversity but they are confident they are continuing to maintain a level of diversity. The Team will relaunch in February 2022 and will focus on the Black Community and Black Heritage of potential applicants.
- Leadership and Personnel - Women's Development Programme – there will be courses launched and TVP currently have 3 x Female Officers attending the Fast Tract National Assessment Centre. The Police Now Future Leaders Development Programme to encourage PCs to become Sgts is due to start soon.

JBarl: The recruitment of Black, Asian Minority Ethnics – nationally it is difficult to increase the numbers of police officers from these communities.

006 Legitimacy Board – Supt JH

For noting: Supt GR has retired and NP is currently working for the College of Policing – A/Ch/Insp QV is her replacement.

JBarl thanked all the fantastic work that Ch/Supt BR provided to this Group as she has now retired from Policing.

ACC LP: The Legitimacy Board initially was set up to address our operational disproportionality but we are now also looking at organisational legitimacy. We now have 10 Work streams that we look at under the Legitimacy Board. The big focus for us is:

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- Stop Search and Use of Force – main priorities for the next few months. .
- Intelligence Functions - if our Intelligence is disproportionate, it might well be that our operational activities are disproportionate.
- Custody – arrests, Criminal Justice processes, outcomes
- Analysis and data capture – making sure we have accurate data and addressing any gaps.
- Developing Community Scrutiny Panels – We currently have 3 but still very much in their infancy. Members on the panels will have lived experience and this will enable us to do some reflective practice around their experience of being stop searched.
- Looking at increasing Youth Engagement on our Scrutiny Panels.
- At the next Legitimacy Board, we are going to be reviewing our Intelligence Function.

OS raised her concerns regarding how are Thames Valley Police recording all the work they are doing and whether they are making any progress and achieved what you are trying to achieve through the Legitimacy Board.

ACC LP: Some of the areas are easier to measure than others, where we have good recording and good data we can track that through and we can set the kind of outcomes we want. For example – the levels of Stop Search and the compliance with the recording of ethnicity – this can be measured, as we are able to see where any gaps are. The use of BWV is more challenging for us – we will need a more comprehensive plan around how we ensure every Stop Search encounter has a BWV that ties in with that search. The move to Pronto will help with data capture. We do have more scrutiny around BWV - Supervisors now have to check the quality of the BWV with the Officer. Once we have assessed the pilot around this, it will be rolled out to the rest of the Force.

Supt JH is looking at how we track the outcomes with a RAG status, which we could bring to the Group.

ET: For noting: 4 x members from his IAG attended some sessions at the Local Police Station and viewed some BWVs. The feedback he has received was that they were extremely impressed with the Police in the way in which they conducted the Stop and Search under some extreme provocation.

Ch/Supt SG introduced herself and advised that she will be leading on Stop and Search strategically. For reassurance, there are Groups below the Legitimacy Board that will monitor, in detail, a lot of the Work Streams.

JBarl: Advised all SIAG members that their Local IAG should have Stop and Search as a standing agenda item.

Supt JH advised he has mapped out the Work Stream with a tentative risk assessment for the priority areas. Stop and Search, Use of Force and Community Scrutiny have formed into Sub Plans that will be developed under Ch/Supt SG governance.

Pronto will go live in April for Stop and Search – we currently have 1,200 active users. We will look to go live with the Use of Force on Pronto in June.

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There is still some work to do on the sharing of BWVs – hopeful that our software will be above to pixelate faces that will help share the data in different contexts – this should be in May / June time. There is also some work to do around the data Information Sharing Protocols – we can share with local IAGs as members have been vetted, but we are hopeful, we will be able to share with people with lived experiences. We are highly respectful of the dignity of those people that have been stopped searched; therefore, we need to be able to share information in the correct way.

JBarl reminded the SIAG members, that the role of the IAG and SIAG is to advise Thames Valley Police the best way forward. The Work Streams under the title of Legitimacy, both himself and Deputy Chair of SIAG have a meeting with Supt Hahn on how to take the SIAG agenda forward.

SIAG is only going to be able to deliver on advising on this vast amount of work if we can find better ways of working amongst SAIG members.

SIAG proposed that it forms Sub Groups to pick up different topics where there are meaningful discussion with meaningful data and bring to a SAIG meeting for Thames Valley Police to look at. SIAG Members to consider this proposal from the Chair.

007 – Data Ethics Committee – SS

The first Data Ethics Committee meeting was held on 1 December 2021 and was attended by 2 x members of this Group. From the minutes of the meeting, the main two points discussed were the Terms of Reference – these are now complete. There was a discussion around algorithms and there was an agreement that the Data Committee will look at this in more detail. The Committee also looked at how the Terms of Reference linked to the voting process and what language is the most appropriate.

There was a presentation around the Domestic Abuse Risk Assessment Tool (DARAT) – it was agreed that any feedback or comments to be provided to Ch/Supt DP (Presenter)

The second meeting was held this afternoon and it focused on two presentations. The first one was around Social Impact presentation – it was around motivating young people and working with young people, including funding and research. Looking at a model from Compass Recovery College. Partnership working was discussed especially in areas around social justice, early intervention, mental health and equality and how these can all be supported in a social impact model. It was agreed that there would be more work on this at the next meeting.

The other presentation was DARAT – it is now on its third version and still under development.

Action 01: 02.02.2022

CL: It was potentially decided in today's meeting regarding our ethical concerns with DARAT, is that the next time the Ethics Committee will be consulted on it will be at the stage where it is being tested. Following the 3 in depth meetings, we are at the stage now where we are reasonably happy – we have raised what concerns we have and our next stage of intervention will be quite acute and specific.

08 - Violence Reduction Units - Chair

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For noting: With the money that has been allocated by the Government to help form the Violence Reduction Units, in Thames Valley it was explained that if the LPA Commanders are involved, so would their local IAGs who would advise them on issues around the VRUs.

4. Main Items

009 – Rape / Violence Against Women and Girls (VAWG) – D/Supt SB.

- **Rape:** Rape has been heavily scrutinized particularly over the last year with a series of reports from HMIC and the CPS that highlighted a number of recommendations for improvements. The main one being the volume of cases referred to the CPS and charged and prosecuted through the courts – we are required to improve and go back to our 2015 2016 levels of outcomes, improve support for victims, and to increase focus on the suspects, particularly repeat offenders.

Current performance – numbers of reports are rising significantly – up by 32% per year. We have already surpassed our number of rape reports for this financial year. We are forecast to get 2400 – 2500 rape reports across the whole of Thames Valley.

Our outcome rates are improving – we achieved 122 outcomes last year – an outcome in a rape case is a charge and a person going to court. Our outcome rate is 5.3%, which, along with other Forces, is low.

National approach: Avon and Somerset launched a project last year, which was a partnership between Police Forces and Academics to understand evidence-based way forward for improvement. The approach they took was to adopt six pillars for rape investigation:-

- suspect focused investigations
- resources prioritised to disrupt and challenge repeat offenders
- procedural justice approach to all elements of victim engagement
- Officer learning, development and well-being
- Effective use of data
- Digital forensics.

This approach has now been rolled out to a further 4 x Forces.

Within TVP, we have focused on:-

- Embedded a D/Insp in our RASO (Rape and Sexual Offences) Gateway – this is an interface between the Police and CPS and the role of the D/Insp will smooth the route through the Criminal Justice process.
- More focus on lower sexual offences – intervening at an early stage to stop those offences escalating.
- Having the D/Insp in post has increased our numbers of outcomes.
- We launched the Rape Service Improvement Review and the Terms of Reference for that was aligned against the HMIC report
- We now report rape and VAWG incidents are our daily management meeting.
- Raise awareness and culture across the Force
- Increased our series of CPD (Continuous Professional Developments) events.
- A new model for Rape Investigations has been proposed – we are looking at having a centralised unit work called The RASO Support Standards and Performance Team that will work closely with all of our investigative teams. 7 x posts have been

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secured through the Uplift Programme. The Team will adopt the pillars of Avon and Somerset project.

JBarl: One of the Working Groups that SIAG is looking at is rape and violence against women – CL is leading on this Group.

JBarl advised one of the items him and JR will be discussing with Supt JH is how the SIAG Working Groups can interface with Thames Valley Police.

GH advised he has weekly contact with victims of serious sexual offences and rape due to his role as a volunteer with witness service and support victims of serious crime at court. His view is that the RASO Officers are excellent and victims have nothing but praise for them. The investigations are very good, but some of the poor outcomes are due to poor prosecuting of the offender in court by the CPS Barrister. The standard of the CPS Barristers needs improving.

D/Supt SB - we are looking at setting up an Adverse Outcomes Panel that would look at cases that do not result in a conviction. .

Violence Against Women and Girls (VAWG) – PowerPoint presentation produced by Ch/Supt KBG.

Power point presentation shared with SIAG Members,
Action 02. 02.02.2022

010 - Community Scrutiny Panels

JBarl: We do recognise the need to have these Scrutiny Panels but we do see a duplication of effort – is there an option for those who sit on Scrutiny Panels offered an invitation to apply to join a local IAG.

Supt Hahn: One of the Custody Scrutiny Panels held in Milton Keynes has two members of the IAG on that panel. Once a clear plan has been set up, Supt JH will inform JBarl.

011 – Online targeting vulnerable members of communities – MK IAG

012 – Police Officers refusing Covid vaccinations - MK IAG.

Agenda items not covered due to no representation from Milton Keynes IAG.

5. Other items:

013 – Involvement with Neighbourhood Watch – SJ.

Thames Valley Neighbourhood Watch has around 5000 Co-ordinators covering 85,000 households. Across all three Counties – the coverage does vary, and interworking with the Police is variable. Ch/Supt KBG is working closely with us to try to establish a consistent joint working approach.

The PCC has agreed to fund Thames Valley Neighbourhood Watch over the next few years.

014 – BWV Policy

Previously discussed - if required, can provide an update at the next meeting.

015 – Operation Crooked (Northants & GMP & Beds)

Op Crooked - every single house burglary gets a visit from a Police Officer / PSCO.
ACC LP: Thames Valley Police have always attended house burglaries and will continue to do so as it is a Force priority.

016 – TVP Publication scheme (FOI)

JBarl advised he put in a FOI request to Thames Valley Police and confirmed he was delighted with the timely response. **Action 03: 02.02.2022**

017 – LPA representation on SIAG

Majority of Local IAGs now represented at this meeting. JBarl reiterated that every IAG has an invitation to send, hopefully their Chair, a representative to this SIAG.

Action 04: 02.02.2022

018 - Hampshire Police PAIT Scheme – Police Approved Interpreters & Translators.

JBarl: Is Thames Valley Policing going to develop Officers who can sign to BSL.
Supt JH: Thames Valley Police have a contract with Total Communication to deliver sign translation.

SS asked for confirmation around what is being termed Interpreters and Translators just to ensure the correct agency is used.

JBarl: Signers – SS will discuss BSL off line with JBarl and bring update to next meeting.

Action 05: 02.02.2022

NS asked the question on what is the time line for Officers attending a house burglary.
ACC LPt: Depending on the nature of the burglary – if in progress this would be immediate response with a target time of 15 minutes. If someone comes back to their house and their house has been burgled, the target time is 60 minutes.

Action 06: 02.02.2022- Covid Vaccinations.

019 – LGBT & Liaison Officers (Herts & Bedfordshire)

Supt JH: Thames Valley Police have LAGLOs who are co-ordinated by one of our LPA Commanders. We will look at how we can link LAGLOs with our Hate Crime Leads and CADOs.

6. AOB

○ **Rural Crime - Supt LK – JBarl**

For noting: Pleased with all the work the Rural Crime Task Force are doing.

○ **Pilot replace security advisory officers - SJ**

A pilot scheme was being set up by the Police and Neighbourhood Watch representative in Chiltern and South Bucks to replace the Police Security Advisory Officers. The Scheme looks at getting volunteers vetted and trained to do this work to advise home owners how to secure their homes. If this pilot works, it could be rolled out across all of Thames Valley.

○ **Dates of Future Meetings: - MS Teams**

08.06.2022 18.00 - 20.00

12.10.2022 18.00 - 20.00
30.11.2022 18.00 - 20.00

LIST OF OUTSTANDING ACTIONS:

OCTOBER 2021:

Action 01: 20.10.2021 – ACC Bunt/KM to speak with Comms Team on how to communicate / publish analysis to the public – and to look at communications more broadly.

Update 02.02.2022
Carried over to next meeting

Action 05: 20.10.2021 – Supt Parker to provide Victim Satisfaction pack to JBarl, who will write to all IAGs asking for their involvement and feedback from IAGs to be forwarded to Supt Parker.

Supt Parker to be provide feedback to SIAG at a future meeting.

Update 02.02.2022
Carried over to next meeting.

Action 07: 20.10.2021 – Invite Corporate Comms to a future SIAG meeting to discuss communication to the public.

Update 02 02 2022
Carried over.

FEBRUARY 2022

Action 01: 02.02.2022 - SS to provide notes from the Data Ethics Committee for circulation to SIAG Members.

Action 02: 02.02.2022 – The Sub Group for VAWG, which is being led by CL, will meet with D/Supt Bosley on the progress around VAWG and report back to SIAG at a future meeting – Consider extending the invite to the Sub Group to GH SIAG Member.

Action 03: 02.02.2022 – Freedom of Information: TVP to look at the Publication Scheme as it is not visible on TVP Website.

Action 04: 02.02.2022 – LPA representation at SIAG - KM will identify who is not represented and speak with Local Area Commanders.

Action 05: 02.02.2022 – Update required at next meeting around PAIT Scheme and confirmation on the term Interpreters and Translators.

Action 06: 02.02.2022 – Police Officers refusing Covid vaccinations - to be discussed at the next meeting. Requested by NS. - For noting: Vaccinations were not mandatory for Officers, but it was encouraged – we are led by the NPCC nationally.