

<b>DATE:</b>	Wednesday 24 April 2019
<b>TIME:</b>	18:00 – 20:00 Hrs 11:00 – 15:00 Hrs.
<b>LOCATION:</b>	Thames Valley Police Headquarters, South, Oxford Road, Kidlington, OX5 2NX. CCMT Conference Room.
<b>Dial in details:</b>	No dial in details required.

<b>Attendees:</b>	<b>Initials</b>	<b>Position and Area</b>
	JBarl	Chair SIAG
	JR	Deputy Chair SIAG and Chairs of SSIAG
Insp Jen Hogben	JH	Staff officer to ACC Ross
	LV	SIAG – Oxford
	DO	IAG – South and Vale IAG
	PC	IAG – Chesham and Amersham
	RA	IAG – Abingdon – South and Vale IAG
	OS	SIAG
	SM	SIAG
	DT	SIAG – applied to IAG Oxford
	SR	SIAG – Wokingham
Ch/Supt Gavin Wong	GW	Local Policing – Thames Valley Police
	PS	SIAG – My Life My Choice
	MT	SIAG Oxford – Pastor Forum
	CM	IAG – Cherwell
	RG	IAG – Wokingham and Bracknell
D/I Lee Barnham	LB	Policing Strategy Unit – Presentation on Knife Crime
Christine Kirby	CK	People Directorate – Thames Valley Police
D/CI Craig Kirby	CKirby	Criminal Justice – Hate Crime update.
Jo Braithwaite	JoBr	COA to ACC Nikki Ross
<b>Apologies:</b>		
ACC Ross	NR	ACC Local Policing – Thames Valley Police
Jim Katouzian	JK	GRTPA – Chair – Thames Valley Police
Supt Rebecca Mears	RMea	Supt – Local Policing – Thames Valley Police
	AK	SIAG – Milton Keynes
	RMoz	Chair – High Wycombe IAG
	JW	Chair – Reading IAG
	PB	SIAG – representing Hard of Hearing
	AC	IAG – Wycombe and Aylesbury
	RM	IAG – Bicester
	SJ	IAG – Wycombe
	JT	SIAG – Windsor & Maidenhead

**1. Admin.                    (053). Introductions and apologies. Chair**  
Introduction and apologies noted.

**2. MOLM.                    (054). Review of minutes of the last meeting (1) for accuracy. Chair**  
\*JR advised regarding *Action 2 – Arrest Figures for the Lammy Parameters and compare to the current figures requested for each custody suites*. We have not had these figures and the action is showing as completed.

**NEW ACTION 01: 24.04.2019:**  
**Staff Officer Hogben to let JR know where we are with the figures.**

\*PS advised regarding Action 05 – 07.11.2018 – Induction Pack for SIAG/IAG Members. This can be provided from JB Training Package – he did not receive this package.

**NEW ACTION 02: 24.04.2019**  
**JBarl to sort out a convenient date with Staff Officer Hogben to arrange another Training Session**

\*Jim Katouzian advised incorrect date of when he joined Thames Valley Police, the minutes say 2015 – correct date was 2005.

\*Page 6 – PS raised the issue around the paragraph which stated *'many people with learning difficulties, or who are hard of hearing, now carry a disability card'* PS advised he has not seen a disability card and he was not involved in the design of training policies. JBarl advised we can pick this matter up when we discuss the Sub-Group which we are in the process of setting up.

**(055). Matters arising.**

All actions were reviewed, and if confirmed as completed, removed from the minutes.

\*Page 4 –GRT update. 'ACC Ross has recently reinvigorated this piece of work'. This relates to when looking at data, TVP recognise this community as a characteristic. Ch/Insp John Batty is leading on this and will revisit each of the points in the Action Plan.

**NEW ACTION 03: 24.04.2019**  
**Ch/Supt Wong advised, Ch/Insp John Batty has rewritten the Force Strategy for the GRT and will check that it covers the points in the Action Plan.**

**ACTION 02: 17.01.2019 – OS chairs a Steering Group in Abingdon regarding Dementia in the Community where a number of Police Officers from the Neighbourhood Team have requested training to make them aware of the needs of people with Dementia. OS to forward details of this training to ACC Ross.**

**Update: 24.04.2019**  
**OS will ensure ACC Ross is copied in to the training. OS will also ensure the point raised by PS regarding disability cards will be covered.**

**5. Other items. (068). a - Letter from DO**

The letter which DO drafted was previously circulated. DO advised the group, following budget cuts to policing, this group needs to support the police where ever possible. DO explained he wrote to the Prime Minister and to the Chancellor of the Exchequer. He advised he has spoken at length to the PCC. DO believes the Police deserves our support. DO has now sent a letter to every MP in the Thames Valley region plus the Home Secretary and the Minister of Police, Nick Hurd and would like every IAG across Thames Valley to write to their local Member of Parliament, Home Secretary and to the Minister of Police. DO will ask JBarl to contact all the Chairs of the IAGs across the country to do the same in their area.

For information, the letter which DO has written can be found on Dropbox.

CM advised, the letter should be send individually and not done as a Group. IAGs are groups which provide advice and critiquing on policing policies and procedures, IAGs are not a political lobbying group.

It was agreed letters should be send by individuals and not as a group.

- **Service Level Agreement (SLA) between Thames Valley Police (TVP) and Crown Prosecution Service (CPS). Ch/Insp Craig Kirby**

CK advised as Deputy Head of Criminal Justice, he chairs a Prosecution Team Working Group that focuses on reviewing one of our Hate Crime prosecutions to identify learning. At the meeting the CPS advanced the Service Level Agreement which is based on an agreement which they have in place in the West Midlands. The CPS view is that it is helpful for them and the Police to hold each other to account of the expectations on how we will investigate and prosecute Hate Crime offences. TVP has taken the view on the SLA it does not detract or differ from what we would expect. The SLA provides clarity in one place where Lawyers and Police Officers have the ability to know what to expect from each other.

JBarl advised having attended a number of Local Scrutiny Panels for the CPS, one of the things which is discussed is the quality of files. The CPS will say, file quality lacks contents which will stop or delay prosecutions.

CK advised in Thames Valley there is a piece of work to improve file quality. We are currently reviewing the gateway we've got to ensure the files that go through are of a high quality to prevent the delay of prosecutions. The SLA will support this.

JR advised when we review hate crimes and violence against women and girls, when we talk about file quality, one thing in particular is around the lack of evidence from the police office and therefore it is not passed onto CPS. JR asked will the SLA prevent this from happening.

CK advised the two groups which he chairs are Hate Crime and Domestic Abuse where every failed prosecution is reviewed and to take the learning from that. One of the issues is also around victims and witness disengagement hence the reason for us in reviewing the gate keeping as we have to ensure that when those cases are moved to go to court, the evidence is there so that the CPS are not left in the position where they cannot prosecute the case. The SLA will supplements that. The wider work around the Justice Gateway is intended to address that too many cases are going through into CPS that do not have the necessary evidence..

GW advised Thames Valley Police level of investigation is one of the priorities for the Force.

OS asked how will TVP measure progress on this. CK advised he reviews all adverse outcomes at court. The SLA is driven by CPS but it will be Thames Valley Police staff who will need to deliver and address the wider practice.

CK advised one of the main pieces of evidence which is missing is CCTV. The way in which we share CCTV in Thames Valley is still utilising discs. There are delays in discs getting from the location they are generated to the court. We are currently looking to roll out Digital Evidence Management System (DEMS) which will allow Thames Valley Police to share digital evidence and will be immediately accessible to CPS and to the court hearings. We are also looking at rolling out personal issue body worn videos, this will help with cases such as domestic abuse. .

PS advised people with learning disabilities do not understand the processes and are not reporting hate crimes due as officers do not understand people with learning disabilities. JBarl advised even though this is a good point, however, it is a different topic regarding the training of officers, which we have covered in a previous meeting.

JBarl suggested the group to read the "Secret Barrister".

JBarl confirmed he is happy with what Thames Valley Police are doing and have taken on board the issues within the system.

**NEW ACTION 04: 24.04.2019**

**JBarl to invite Ch/Insp Kirby to the meeting on 6 November 2019 to advise on File Quality and whether there has been an improvement.**

MT asked the question whether there were any common themes why the files were incomplete. CK advised CCTV is the biggest evidential issue which has been identified. Another being Statements that do not cover the points to prove and certain victim personal statements. CK advised we do have a very strong understanding of the issues. We are working with the LPAs and have introduced health checks which help the Investigation teams to understand these issues. The officers in the Investigation Hubs on LPAs now have ownership of their investigation.

**3. Standing items (056) Equality and Diversity Board. JR.**

The Equality and Diversity Board meeting was the first meeting for both Chief Constable Campbell and for JR.

**NEW ACTION 05: 24.04.2019**

**CK to forward the GRT Engagement Strategy to members of SIAG. JoB to send with minutes. COMPLETED.**

**NEW ACTION 06: 24.04.2019**

**CK to forward the Diversity and Inclusion National Strategy to members of SIAG. JoB to send with minutes. COMPLETED.**

CK advised the Equality and Diversity Board is always chaired by the Chief Constable and is attended by Thames Valley Staff Support Networks and other key stakeholders. Going forward, we are looking at changing the emphasis of the meeting, and change the narrative around diversity and inclusion. Chief Constable Campbell will also look at introducing a new governance structure, new agenda and narrative. The Chief is very keen to see what success looks like and how we can measure success. Thames Valley will look to aligning to the National Strategy.

JR advised the BAME workforce is still low at 5.3%. Thames Valley Police are attracting prospective staff members, however, it is proving challenging to go through the recruitment process.

The Stephen Lawrence commemoration day was mentioned during the Equality and Diversity Board meeting, and as it was too late to do anything this year, Corporate Communications will arrange something for next year.

CK advised, the Chief is also considering increasing the frequency of the meetings as they have historically been quarterly.

CK mentioned that TVP also has a disclosure issue in terms of the number of staff who have a disability and are not disclosing it.

The question was asked why people from BAME are dropping out of the recruitment process. CK advised this is due to several of reasons – the mentoring process, as we want to ensure people are mentored through the process. Vetting has been an issue as we encourage people to declare any association with known offenders. If they do not declare it, it becomes an integrity issue it is a breach of trust.

**NEW ACTION 07: 24.04.2019**

**CK to forward data on the withdrawn/rejected reasons from the recruitment process for the BAME community**

CK advised the routes of entry are also changing – we are introducing an Apprenticeship, the other route of entry is by having a degree. The A level criteria is now changing – you can now either have a level 3 qualification (A level), or if a person has substantive experience but not qualifications they will be assessed and value will be given to previous experience. TVP are working closely with Bucks New University who are delivering the programme.

**(056a) Stop and Search IAG and ORM – JR**

At the Stop and Search ORM meeting the issue around the APP and Paper form in reporting and recording of Stop and Search was discussed. The new android phone which is being introduced will assist officers when completing the Stop and Search Form on the APP.

Ch/Supt Wong advised, there is a Stop and Search APP which meets all the Home Office requirements and it will do Geo Coding which tells you the location of where the Stop and Search took place. We are currently doing some work why the officers are not using the APP – one reason could be down to lack of signal on their phones.

Once the new phones are rolled out, we should notice a difference in self-defining ethnicity by the person being searched.

JR advised one of the actions which came out of the S&S IAG was for her to look at the LPA minutes from their IAG meetings, as Stop and Search should be a standing agenda item. These minutes should be available on Thames Valley Police website for all to view.

It was agreed by the Group that not all IAG minutes are being put on the website.

**NEW ACTION 08: 24.04.2019**

**Ch/Supt Wong will look at what advice we are giving IAGs and what constitutes minutes, as there does need to be some consistency in terms of what people have been asked to do and where it is being put on the website for easy access.**

**PROPOSAL: 24.04.2019**

**JR proposed for the IAG Policy to be reviewed.**

JR advised she has now requested all paperwork pertaining to the Stop and Search Body Worn video footage be reviewed prior to looking at the video footage for the S&SIAG meetings.

**4. Main Items (058) Knife Crime / Serious Violence. DCI Lee Barnham – Presentation.**

The presentation will be sent with minutes.

Questions and observations from the presentation:-

RG: Early intervention. It would be good to see the results from digital media/social media campaign against the school work. Are TVP really making any impacts from early intervention?

LB: Our social media campaign is raising awareness. The Youth Fund money will be evaluated by the OPCC.

LB: In Reading they have identified children who were vulnerable to exploitation and violence and they organised a Boxing Club, but they have not been able to evaluate that, but they have seen some really good results from it.

GW: Results can be measured in a number of ways, a lot of policing does not have outcomes and so we measure activity instead.

PS: Offenders do take advantage of people who are vulnerable and have learning difficulties. Is there any learning for this group of people?

LB: TVP are aware of this – and there is a phenomenon called “Cuckooing”. This is where offenders will take advantage of people who are vulnerable. TVP do a lot of proactive work around this activity.

MT: Partnerships and challenges which TVP have – e.g. Health. However, are TVP engaging with community groups – mosques and churches? The media has also portrayed knife crime, as black on black crime, can TVP drill down in terms of ethnicity.

LB: Ethnicity within Thames Valley is not an issue in terms of knife crime data. What TVP have found, is that it is young boys that are involved in knife crime, it is not about any ethnicity.

LB Engagement with Community Groups – the role of our Neighbourhood Teams / Problem Solving Teams work locally with their Community Groups.



LB    The data for the under 25 years of age groups, and serious violence are all scrutinised at Risk Meetings chaired by the DCC.

**NEW ACTION 09: 24.04.2019****LB to forward data to JoB around knife crime including ethnicity – send with minutes.****5. Other items    (060) Non urgent communication with TVP.**

Paper was circulated to group prior to meeting which showed progress has been made around the response time on 101.

RA informed the group of her interaction with Action Fraud and their lack of response when reporting a bogus contact she encountered on LinkedIn.

GW advised cyber-crime is quite difficult to stop and some individual cases reported to Action Fraud may not be investigated, but they should still be building a bigger picture around an organisation or named contact. Any jobs which can be investigated are sent to Police Forces to investigate.

**(61) Health and Wellbeing of Officers – DT.**

DT advised she has put a number of documents on Drop box regarding this topic. Following a brief update it was agreed this topic will be discussed at the next meeting once people have had a chance to view the documents.

**NEW ACTION 10: 24.04.2019****Bring back to next meeting – Health and Wellbeing of Officers – DT.****(62) Live facial recognition technology – CM**

JBarl advised a number of queries have been put to TVP and they have responded.

CM advised he felt TVP had misunderstood the question, as they referred to CCTV which is delivered in some way in partnership with Local Authorities. CM advised in the example he sent to TVP it referred to a trial by the Metropolitan Police – Police vans with cameras on the top that are being parked in streets and recording people as they walk along that street, and mapping their faces onto a data base, and then mapping that against crime related bases. It was the ethics behind that.

GM advised this is something which TVP are not doing. For information, CCTV is heavily regulated through RIPA (Regulation of Investigatory Powers Act 2000).

**(63) Hate Incidents – CM**

CM confirmed he is content with response received.

**(64) Officer Retention/Recruitment – CM**

CM confirmed he is content with response received.

**(65) TVP Drugs Policy – SM**

What is TVP Drugs Policy? Having read an article, TVP was noted as saying, if they found someone on the streets in possession of drugs, they would not prosecute them.

GW explained, if this related to children, we are trying not to criminalise children or people who are in possession of a small amount of drugs, we try and take a more holistic view. The person may receive a caution or an out of court disposal. However, if a person is found twice to be in possession of drugs that will be a different matter - TVP are looking to focus more on the drug dealers rather than the low end users. Officers always have the discretion as to what they do regarding any offence and to think holistically on what is the most appropriate way to do things.

**(66) SIAG Training and Member’s Handbook. JBarl**

This is now available.

**(67) New Operating Model. JBarl**

Confirmed this is still in use.

**(68) AOB:**

**(b) Publication of member’s names**

It was agreed when publicising minutes on the website, only initials of members should be available.

**NEW ACTION 11: 24.04.2019**

**JBarl and JR to report back to the group on the SIAG Conference they are attending.**

JBarl following discussions, SIAG has an email address on TVP system but as the Chair of SIAG, he is unable to access this email address due to not having authorised equipment.

**NEW ACTION 12: 24.04.2019**

**GW to look at whether JBarl lap top can be made secure to receive a TVP email address.**

**NEW ACTION 13: 24.04.2019**

**JR advised as Chair of S&SIAG she is also unable to manage the S&SIAG email site, due to not having a secure lap top.**

**Date/Time of Next Meeting: Venue:**

<b>JCOG 2018</b>		
<b>Date</b>	<b>Time</b>	<b>Location</b>
31.07.2019	18:00 – 20:00	TVP HQ
06.11.2019	18:00 – 20:00	TVP HQ