

Strategic Independent Advisory Group Meeting Minutes
Official

DATE:	Wednesday 31 August 2019
TIME:	18:00 – 20:00 Hrs 11:00 – 15:00 Hrs.
LOCATION:	Thames Valley Police Headquarters, South, Oxford Road, Kidlington, OX5 2NX. CCMT Conference Room.
Dial in details:	No dial in details required.

Attendees:	Initials	Position and Area
	JBarl	Chair SIAG
	LV	SIAG – Oxford
	DO	IAG – South and Vale IAG
	RA	IAG – Abingdon – South and Vale IAG
	SM	SIAG
	DT	SIAG – Oxford IAG
	CM	IAG – Cherwell
	JK	GRTPA – Chair – Thames Valley Police
Supt Rebecca Mears	RMea	Supt – Local Policing – Thames Valley Police
	NB	People Directorate, Head of Employment and Wellbeing – Thames Valley Police
	SJ	IAG – Wycombe
	JT	SIAG – Windsor & Maidenhead
	SH	Vice Chair – High Wycombe IAG
Jo Braithwaite	JoBr	COA to ACC Nikki Ross and T/ACC Ward
Apologies received:		
ACC Ross	NR	ACC Local Policing – Thames Valley Police
T/ACC Ward	AW	T/ACC Local Policing - Thames Valley Police
Ch/Supt Gavin Wong	GW	Local Policing – Thames Valley Police
	RMoz	Chair – High Wycombe IAG
	JR	Deputy Chair SIAG and Chairs of SSIAG
	PC	IAG – Chesham and Amersham
Insp Jen Hogben	JH	Staff officer to ACC Ross
	SR	SIAG – Wokingham
	OS	SIAG
	PS	SIAG – My Life My Choice
	RG	IAG – Wokingham and Bracknell
Christine Kirby	CK	People Directorate – Thames Valley Police
No show – no apologies received:		
	MT	SIAG Oxford – Pastor Forum
	AK	SIAG – Milton Keynes
	JW	Chair – Reading IAG
	PB	SIAG – representing Hard of Hearing
	AC	IAG – Wycombe and Aylesbury
	RM	IAG – Bicester

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1. Admin. (070). Introductions and apologies. Chair

Introduction and apologies noted.

It was noted that both PS and DT would like to present items at further meetings.

2. MOLM. (071). Review of minutes of the last meeting 24.4.2109 for accuracy and matters arising.

The minutes were agreed as an accurate recording of the meeting.

(072). Update on Actions.

All completed actions removed from the minutes, and all updates and new actions listed on the bottom of these minutes.

**3. Standing Items (073). i. Equality & Diversity Board.
ii. Stop and Search IAG
iii. Hate Crime ORM**

As JR sent her apologies, JB will request a written update on the Equality and Diversity Board, and Stop and Search IAG Meetings.

5. Other items (078). Crime Figures: 10% increase. CM

CM stated that it had been reported this week that crime figures in Thames Valley had just under 10% increase, and there was also an additional report that Thames Valley Police had been rated "inadequate" by HMIC on recording of crime. The inadequate rating was linked to the increase in the reporting of crime due to the fact that Thames Valley Police are recording crime correctly. This was reported in the Oxford Mail, and the article was written by journalist Fran Way.

JB advised he has since written to Fran Way, and as yet has not received a response.

Supt Mears confirmed, with regards to the increase of 10% there is a link between our changing processes of recording to the increase. This is good news, as it means we are recording crimes better under the correct categories of crime.

Nationally crime and demand has also increased significantly. Supt Mears explained, two years in a row we have had an increase of 25% in calls to service – this is before it gets to the point of where it is confirmed if it is a crime, or if it is not. 80% of the increase are not crimes. There has been a massive change in the demand for policing over the last 10 – 15 years. Much of the work we do is around vulnerability and working with our partners around safeguarding.

Supt Mears confirmed we are very disappointed with the inadequate rating. Thames Valley Police have a Crime Data Integrity Strategic Group which is chaired by DCC Jason Hogg and all the Heads of Departments have to attend. As a result of this group, over the last 18 months there has been significant amount of changes in how calls are received into the Contact Management Centre, how these calls are recorded and training of staff. The Contact Management Centre is not yet complete but we do recognise this has to be done.

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Supt Mears confirmed all calls which come into the police are being recorded, which HMIC has recognised. All calls are risk assessed and all of them, where appropriate, are being attended, and victims are being safeguarded to becoming further victims.

The demands, the issues with financial cuts, turnover of staff and recruiting is a big challenge which we are aware about.

Part of the Contact Management System has already gone live, and the rest will be live by the end of the year. The new Contact Management System will be the first of its kind and it has to be right.

Supt Mears advised HMIC regularly measure TVP on every area of business, for which the gradings are either good or outstanding.

JK confirmed, Thames Valley Police at the last PEEL (Police Effectiveness Efficiency and Legitimacy) report were:-

- Good at keeping people safe and reducing crime in effectiveness
- Outstanding in efficiency for keeping people safe and reducing crime
- Good for legitimacy in keeping people safe and reducing crime

Supt Mears advised overall, all reported crime for Thames Valley went from 80% to 87%. Violent crime increased from 69% to 79%. Sexual Offences went from 90% to 95%.

In summary - Thames Valley Police are not happy and are very disappointed with the inadequate grading, however, there is a lot of work and structure in place to improve this grading which HMIC are aware of.

Supt Mears advised due to the constant changes in government legislation around of categories of crime, the definitions of crime and the measuring of crimes change. For example burglaries – the criminal definition of burglary has not changed since 1968, however, from a measuring point of view, theft from a house, is either a burglary or a non-domestic burglary. Sometimes it includes an attached garage, a shed and sometimes it does not.

With regards to Cyber Crime this is reported in conjunction with Action Fraud and recorded as Cyber Enabled Crime.

4. Main Items (076). Domestic Violence GRT Women – JK

JK advised there is not a great deal known about Domestic Violence amongst Gypsy Roma Traveller communities mainly as these communities are isolated and hostile. There is hostility towards them and from them. Much of the focus on these communities is around criminality but this often means the victims are forgotten. All three communities are patriarchal, especially Roma who originate from Central and Southern Europe where the men are in charge, and women are expected to look after the home and children. This is a big cultural barrier, and therefore, domestic violence is highly prevalent in those communities.

The GRT Police Association (GRTPA) is run by two officers from Cheshire Police who have recently done some research. They estimate that 80% of GRT women have been subjected to domestic violence – physical assault. These assaults go unreported, and the victims often

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turn to drugs or alcohol abuse as a coping method. Many of the victims will not call the police unless they are in fear of their life, and even then, the victims will only call the police under another guise. Once the victims have made contact with the Police, they are disowned and ostracised and separated from their families, children and their community.

JK advised he has been in touch with the Traveller Movement, who are the main National advocacy of rights organisation for people with traveller background. They have a training programme for any professionals to increase awareness and understanding of domestic violence in the GRT communities.

In Thames Valley we have a Domestic Abuse Strategic Group, which consists of officers, victims and partner agencies, and JK confirmed, he has put them in contact with the Traveller Movement who have arranged for training. The training is delivered by two Traveller ladies who have left their communities. Thames Valley Police and Victim First Officers have already had the training 'Spot the signs of domestic abuse in GRT communities'.

JK confirmed he is going to speak to Thames Valley Police new Student Officers in October on DA in GRT Communities at Sulhamstead.

JK encouraged if anyone would like any information on the GRT Communities, to contact GRTPA, which is a TVP Staff Association who would be happy to help arrange training, aide memoirs and provide guidance and support.

A question was asked, once the victim has contacted the police, and safeguarding put in place, what processes are put in place for the perpetrator to stop them from reoffending. Supt Mears confirmed there are a number of Perpetrator Programmes across the country, which have not proved successful as you cannot force someone onto the programmes. The individual has to engage with the programme, and has to realise and recognise that they are violent. Further research around this is on-going. Supt Mears confirmed, there is currently no nationally known programmes for female offenders.

SH advised there is scope for behaviour change and developing programmes, but you do need to start early. Supt Mears advised Social care and Education are key partners for the police, but unfortunately, we do not have that buy in at the moment. Education and Health have the same pressure as the police do regarding demands on their budget. The statutory requirements that they must do, they deliver on. Unfortunately, schools are not able to educate children under 8 years of age on moral and social values. However, it was noted, that often children from the GRT communities, do not attend school and are not taught basic right and wrongs. **NEW ACTION 01: 31 JULY 2019 - added to action list below.**

(077). IAG Conference 2019 Report – National Association of IAGS – Chair.

The IAG Conference was held in Cheshire and 19 out of 43 Forces were represented either by IAG members or Police officers. In advance of the meeting, the Chair of the Cheshire SIAG requested someone to talk about having a National Association for all IAGs. Out of the conference came the formation of the National Association for Independent Advisory Groups and the interim chair has been confirmed as JB. JB confirmed Thames Valley Police are supportive. The National Association of IAGs is not just for SIAGs it is for all individual IAGs

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across the United Kingdom. JB confirmed he has also been invited to meet with the National Police Chief Council.

England and the rest of the UK have been divided into regions, and in England, every region has a regional leader, who will pull together all IAGs in their region. Unfortunately, there is no money available for this Association.

The Association will be a body that will co-ordinate all best practice for all IAGs – it will not insist what the IAGs have to do.

Thames Valley will sit under the South East region, along with Surrey, Sussex, Hampshire and Kent.

For information the Thames Valley IAG members Handbook is available in Dropbox account and is available to download if required.

(79) Money Laundering (cash only businesses) – RA.

Nail bars are proliferating in towns and cities and these are mainly Chinese owned, with Chinese workers and advertise cash only. It is a thought that some are money laundering and can be people trafficking their staff as illegal immigrants, however it is not easy to prove. RA asked the question how are the police investigating this.

Supt Mears advised, this is a huge subject and falls under Modern Slavery and falls within Protecting Vulnerable People (PVP) area. There is a National Modern Slavery Commissioner due to the recognition of how severe and serious issue it is. The Nail Bars are more than likely to be Vietnamese, which some are very legitimate and are absolutely fine.

Thames Valley Police have done some mapping of where the nail bars are, and then we feed this information into intelligence teams who feed this into national leads.

We also look at the Nail Bars by an Organised Crime perspective – for example, who is organising it from the top, what and who is linked to who, finance side of the business, we look at it from the Custom and Revenue side, immigration and we also do operations when we have sufficient intelligence to support the operation.

Supt Mears advised the victims of Modern Slavery are very frightened for their families back at home and will not report it. We have also nationally, the National Referral Mechanism, which looks at how important it is to recognise the crime, but more importantly, to safe guard the victim. As soon as someone identifies themselves as a victim of Modern Slavery they can then go into the system which will protect and support them.

Supt Mears confirmed, there is a huge amount of work going on, and the more intelligence we have the better – for example – where a person cannot speak English and are not allowed to speak to the customer, and staff that look frightened. Supt Mears urged the members not to judge them all in the same category.

(80) IAG Activity – Round up of issues. ALL

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JB advised, the Thames Valley Policy stipulates the IAGs should be keeping minutes which should be taken by a member from Thames Valley Police, and published on Thames Valley website.

SM – Reading IAG. – SM advised he has written to Reading IAG to try and get involved again. He did receive a response, and Supt Mears advised SM to contact Supt Rai who is the new LPA Commander.

SH – Wycombe IAG – SH advised it is running very well, and has a very diverse attendance. There is a real problem with travellers in Wycombe – Supt Mears advised she leads on ‘unauthorised encampment’. The travellers have to be trespassing on land or on a highway and the owner of the land has to be the one who makes the complaint. When it is public, it has to be a public amenity which is being disrupted – for example, a very busy road, playing field, or car park. If the Travellers are on a Green (common land), and people are still able to go about their daily business, there is no abuse or ASB, the Travellers can stay.

Supt Mears advised there are 2 processes to remove travellers off land:-

- Emergency powers process which only the Police can use where there is significant disruption to private life.
- The Local Authority or the private land owner who want to remove them from their land they have to go down the court route. This is slower and expensive.

SH advised she is finding that tolerance and patience for the GRT community is increasing and to a level which is verging on Hate Crime, and asked what is being done to address this.

Supt Mears advised this form of hate crime has always been aimed at this particular type of community, and travellers are regularly victims of hate crime. If Thames Valley Police are informed of this crime, we will record them as either hate incidents or hate crimes and deal with them accordingly.

JT – Windsor and Maidenhead – JT advised the last meeting scheduled for 11 July was cancelled on the 9 July due to the LPA Commander having other commitments. Another meeting has been arranged for 16 October 2019.

Bracknell and Wokingham IAG has a new chair and is trying to get the IAG back up and running.

RA – South and Vale – RA advised Mr O has resigned as Chairman. Currently there are only 4 members and the last meeting was in February and the next one has been scheduled for September 17 2019. No minutes have been produced for any meetings which RA has attended, and there is rarely an agenda and very little communication.

JB reiterated the Thames Valley Policy which states that local police areas (LPAs) have IAGs. There is an expectation that the LPA Commander will attend, or if not available due to operational commitments, the Deputy LPA Commander will represent.

JB suggested a review of the policy and the IAGs is undertaken by ACC Local Policing.

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DO suggested a meeting with all IAGs chairs would be a good idea. JB confirmed every IAG in Thames Valley has a right to sit at this SIAG, and this would be a way of all the chairs coming together, a separate meeting would be a duplicate of this meeting. . .

DT – Oxford IAG – JK confirmed he will be joining Oxford IAG as a resident of Oxford. DT confirmed there has been an 18 months break. The IAG will require a new Chair but there is good representation from the local communities. Supt Kidman provides a steer on all police themes. At the last meeting, there was a direct question on how we could work with other IAGs to follow their ideas and work together. The IAG going forward will be meeting every 6 weeks.

SJ advised a good way of working is to invite another member from a different IAG to your own IAG to share good ideas.

NB advised Thames Valley Policy mentions training, and it states no specific training should be required but an input on the code of ethics and the management of police information is advisable. NB asked the question when was the last time an input on the code of ethics had, and when was the last time there was a conversation or input on equality, diversion and inclusion and the language and terminology used in these meetings.

JB advised we have run a couple of training sessions for the SIAG members and the IAG members are informed of these sessions.

JB stated if any inappropriate language is used, it is down to him to pick it up and if he failed to do so, he apologised but he is sure it was not meant in a racist way. JB was referring to a comment used in the meeting around the GRT community.

LV confirmed it is very difficult for people to get the correct terminology right and part of that process is the accepting of this can happen. Once it has been made clear the incorrect language / terminology was used, that it is not used again.

Supt Mears advised Police Officers and Police Staff have a set of clear standards with in the Police, and we are all signed up to the Code of Ethics, and we are all trained on diversity and discrimination. The comment was challenged at the time, and the group had a healthy and open discussion around it with constructive feedback.

(83) Lapsed members - non-appearance for 3 (2) meetings.

JB advised if any one missed 3 meetings we would presume that they were not going to attend anymore. The handbook states 2 weeks. JB will write to them asking what they want to do, but will take into consideration those who are not able to attend on a regular basis – discretion being the operative word.

(84) AOB

- Knife Crime should be covered in future meetings. Currently have 3 items already for the next meeting in November. (Presenting by PS / item on Health and Wellbeing by DT / Domestic Violence) Supt Kirby is also going to provide an update on file quality.
- Knife Crime - SM asked why are the figures presented by TVP different from what the papers are stating – This is not something which can be discussed under AOB.

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- Supt Mears provided an update to SM question – The questions which SM raised have been discussed in the meeting previously. When this group receive answers to questions which were raised at previous meetings, and you have further questions, submit the questions to TVP beforehand to enable TVP to provide further answers.

Regarding the 'not stated' – this is when people get stopped arrested they do not have to provide their ethnicity, and Police Officers are not allowed to provide this.

Media portrayal of those who are involved in knife crime and ethnicity of victims and offenders versus TVP Stats is:-

- stats are taken from the Metropolitan Police and apply to the whole of the Country.
- Media interpretation and exaggeration on individual cases.

**(85) Date of the next meeting:
6 November 2019.**

LIST OF ACTIONS:

January 2019

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.

Update: 31.07.2019

OS has been in touch directly with the Abingdon Neighbourhood Policing Team and is awaiting a reply from them.

April 2019

ACTION 02: 24.04.2019

JB to sort out a convenient date with Staff Officer Hogben to arrange another Training Session

Update 31.07.2019

Outstanding. No date has been provided to SO Hogben.

ACTION 08: 24.04.2019

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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.

Update: 31.07.2019

Ch/Supt Wong to provide a written response to this action.

PROPOSAL: 24.04.2019

JR proposed for the IAG Policy to be reviewed.

ACTION 10: 24.04.2019

Bring back to next meeting – Health and Wellbeing of Officers – DT.

Update: 31.07.2019

Carried over to next meeting in November

ACTION 12/ACTION 13: 24.04.2019

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

Update: 31.07.2019

Ch/Supt Gavin Wong to look at secure laptops / email addresses for both SIAG and S&SIAG Chairs.

July 2019

ACTION 01 31.07.2019

JB to invite D/Supt Stan Gilmour, Head of PVP and SH to a meeting in 2020 In the meantime, JB to contact Mr Gilmour advising what SIAG wants and requires around domestic violence/domestic abuse.