

Strategic Independent Advisory Group Meeting Minutes
Official

DATE:	Wednesday 22 January 2020
TIME:	18:00 – 20:00 Hrs
LOCATION:	Thames Valley Police Headquarters, South, Oxford Road, Kidlington, OX5 2NX. CCMT Conference Room.
Dial in details:	T/ACC Ward dialled into the meeting.

Attendees:	Initials	Position and Area
	JBarl	Chair SIAG
T/ACC Ward – Dialled in	CW	T/ACC Local Policing - Thames Valley Police
	LV	SIAG – Oxford
	RA	IAG – Abingdon – South and Vale IAG
	SM	SIAG – Reading
	SJ	IAG – Wycombe & TVNHWA
	OS	SIAG
	JR	Deputy Chair SIAG and Chairs of SSIAG
	PS	SIAG – My Life My Choice
	RMal	IAG – Bicester
	MT	Bishop – NLCC Oxford – Pastor Forum
	PC	IAG – Chesham and Amersham
	DT	SIAG – Oxford IAG
Norma Brown	NB	People Directorate, Head of Employment and Wellbeing – Thames Valley Police
Cat Hemmings	CH	Head of Strategic Governance Unit – Thames Valley Police
Amanda Portch	AP	Strategic Governance Unit – Thames Valley Police
	AKC	Chair – West Berkshire IAG
Jo Braithwaite	JoBr	COA to T/ACC Ward
Apologies received:		
Matthew Barber	MB	DPCC
	RMoz	Chair – High Wycombe IAG
Christine Kirby	CK	People Directorate – Thames Valley Police
	CM	IAG – Cherwell
	SH	Vice Chair – High Wycombe IAG
Supt Rebecca Mears	RMea	Supt – Local Policing – Thames Valley Police
	DO	IAG – South and Vale IAG and Rural Crime
Ch/Supt Gavin Wong	GW	Local Policing – Thames Valley Police
	JT	SIAG – Windsor & Maidenhead
	AK	SIAG – Milton Keynes
	RG	IAG – Wokingham and Bracknell
	AB	OPCC – Violence Reduction Unit

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1. Admin. (099). Welcome, introductions, resignations and apologies. Chair
Introduction and apologies noted. JW has resigned.

2. MOLM. (100). Review of minutes of the last meeting held on 6 November 2019 for accuracy and matters arising. Agreed as an accurate recording.

PS advised he has sent an email to the Kassam Stadium as paths are still being blocked by supporters. He is waiting on a reply from Kassam Stadium, and will update at next meeting

(101). Update on Actions. See list of actions below.

5. Other Items (108). Thames Valley Police Policies: SIAG to review as / when – Amanda Portch, Corporate Governance Officer.

Amanda Portch advised she is hoping to use this forum to review some of Thames Valley Police policies when they are either coming up for a review or when a new one has been drafted and then table the policies at this meeting for an external review. We would then pass any feedback to the policy owner for their consideration. Amanda Portch also advised if the SIAG would like to select any policies from the Thames Valley Police website, there are over 100 which are published, and they could also be reviewed. If any ethical implications were identified within to the policies, these could be referred to the Professional and Ethical Standards Panel.

Amanda Portch explained the policies are normally reviewed every 2 years.

JB suggested the policies can be sent electronically to the Group, and individuals feed back their views, or the policies can be discussed as a group, at this meeting, and feedback reviews to Amanda Portch who will forward to the policy owner. **ACTION 02: 22.01.2020**

DECISION: It was agreed JB to circulate the policies electronically, and if possible, comments back to him by email. He will then collate the comments and bring to this meeting for group discussion. Comments will then be passed to Amanda Portch, Corporate Governance Officer. It was also agreed that Amanda Portch will report back to this group if any of the SIAG comments/views were incorporated in the updated policies.

3. Standing Items (102). (a). Chief Officer Management Team Diversity and Inclusion Board. JR.

JR advised at the meeting held in early January the Board looked at the Performance Data Framework. This will be linked and cross referenced with the NPCC Strategy. One of the questions which Chief Constable John Campbell asked was 'what does success look like'. There is a draft Action Plan which will be circulated to the Board Members. Representatives from the Staff Support Networks are Board Members, BAME (black, Asian and minority ethnic) and SAME (Support Association for Minority Ethnic staff). JR commented that she did not understand SAME. NB confirmed SAME does have a seat on the National Black Police Association will retain its name as it is easier for people to relate to and understand.

NB provided an overview on the Positive Action Engagement Team. The Team has been in post for 4/5 months and consists of 1 x Sgt and 4 x PCs and are all from a BAME background.

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Their priority is around recruitment of black Asian and ethnic minority officers. Their recruitment target is to have 25% on each intake, of officers from a BAME background. They will also look at retention and progression too. Each PC has an area of the Force they look after.

The Team have refreshed marketing and media material. They also having an influence in the National Recruit Process – the Search Process. They found during this process, some assessors who are retired police officers, were not marking/scoring people for some of the things which we, as a force, thought were relevant in modern policing terms, was a good response. All of the Team have now got themselves on a training programme so they will be able to go and be Search Assessors. The Team are also Mentors for the new applicants and take them through the Recruitment Process.

JB suggested as the PCs have different areas they look after, they may like to attend the IAG of that area. JB will make contact with Sgt Marcia Hardy, Positive Action Engagement Team.

AKC asked the question around engagement with the community and whether we had a video featuring the Team which could be taken to events to encourage communities to get involved and promote recruitment. **ACTION 03: 22.01.2020**

(b). Stop and Search ORM and IAG.

JR advised at the previous SIAG she reported on the inconsistency of the data on Stop and Search. At the previous ORM (Organisational Review Meeting), there were some missing slides of data which the SSIAG reviewed. However, it was confirmed at the ORM that there would be a Risk Review meeting on Stop and Search, in April which will analyse the data instead of a snapshot of what is going on.

There has been an increase in the number of stop searches by police officers. This is due to Officers having more confidence following Streetcraft Training. The increase in October was due to Section 60s being in place in Milton Keynes, West Berkshire and Slough.

Section 60 of the Criminal Justice and Public Order Act 1994 allows a police officer to stop and search a person. A Section 60 used to be where a Superintendent needed to believe there was going to be an outbreak of serious violence. The threshold has been changed slightly to 'may be'. An Inspector can authorise a Section 60 but it does have to be ratified by a Superintendent. The change to the threshold means that police officers do not have to have any grounds to search a person, they can search anyone without grounds. Normally police officers would have to have suspicious ground that a person may be carrying a weapon to do a stop and search.

ACC Ward we are currently doing a review around the S60 operations. Whilst police officers can search anyone, we still expect them to be courteous and use Body Worn Video. One of the issues we found in Slough, was repeated searches on individuals, but we did have the support of the community. The Team in Slough did actually go back to the individuals who were repeatedly searched and asked how we might have done things differently.

JR advised there has been a drop in the quality of searches – i.e. positive outcomes. Insp Georgia Pickwick and the SPOCs (Single point of contact) for Stop and Search on each LPA

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are looking into the searches. . Positive outcomes are important for Thames Valley Police. There has been no complaints around how we do stop and search.

At the SSIAG meeting, the group will be reviewing 3 x Body Worn Videos, and will discuss positive outcomes.

ACC Ward advised he went and briefed the Slough IAG meeting prior to starting the S60 Operation, and both himself, and the LPA Commander for Slough went out on patrol. There was positive feedback from the young people, and from social media.

Knife crime – there was a reduction last year in knife crime but in the last few months it has increased by 4%.

Ethnicity / disproportionality – If you are black you are 6.7 times more likely to be searched in Thames Valley. Asian 3.2 and mixed 2.6 times. A detailed discussion will be had in the SSIAG meeting.

Officers are still using both paper form and app to record stop searches. There are still issues with the APP. Windsor & Maidenhead and High Wycombe are good users of the APP.

For all new officers joining Thames Valley Police, their training programme focuses heavily on stop and search.

The SSIAG will be reviewing their Terms of Reference and the Stop and Search Policy at their next meeting.

4. Main Items. (103). Police Wellbeing. NB.

Presentation will be sent with minutes.

From 2014/2015 Thames Valley Police started to do some research around Mental Health and risk for staff working in the emergency services. In 2017 the College of Policing developed a framework which all Forces have adapted along with MIND and Blue Light.

- Workplace Wellbeing (Slide 2) – we have adopted the International Labour Organisation (ILO) for wellbeing.
- Governance (Slide 3).
- National Blue Light Wellbeing Framework (Slide 4) – this has been developed out of Public Health England and covers 6 x areas which the Force are looking at. Personal Resilience is the one area which Thames Valley Police Staff are not so good at, but are looking at ways in which to improve that.
- Specific areas (Slide 5) that are on our Strategic Action Plan looks at how we are taking positive steps to support staff in the following areas: Mental Wellbeing / physical health / financial wellbeing / care for their working environment / flexible working / support line managers and senior leaders to increase their understanding of their role in improving staff wellbeing / understanding what success looks like.

Questions:

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- Cultural Change – what are the specific behaviours Thames Valley Police are trying to address and how will you assess the impact on staff wellbeing?
(A): Core Leadership Programme – this is for any officer or member of staff in a Management Post has to attend. Wellbeing is part of the Competency Framework which we have to comply with, and it is also built into everyone's PDR (Personal Development Review). Thames Valley Police are learning from what works well and we are ensuring it feeds across and into everything.
- Measuring – The Strategic Plan looks at types of absences from work either on LPAs and Departments. The Return to Work interviews, following a period of absence from work, covers all areas – home life / financial etc. Looking at data around the flu jab, comparing year on year.
- Questions around equality and diversity are included in promotion interviews to see what staff are doing individually to promote E&D and wellbeing.
- How can the public help – can Thames Valley Police share where some of their 'Hotspots' for cultural changes. **ACTION 04: 22.01.2020**
- Next year's Strategic Plan is currently being produced, and it captures the general strategic direction of the organisation across the key priority outcomes. This sets the culture around expectations of all officers and staff. One area we are looking at is officer and police staff safety and wellbeing. One of the priority measures is a reduction in the number of sickness absence above the average. Quarterly updates are provided for the priority activities. These updates are published publically. Cat Hemmings confirmed we do have hard data that informs the quarterly updates, and could look at informing this Group.
- National Staff Survey – this was a wellbeing survey and was completed by every Police force in the country. Durham University are doing the analysis.
- Training of Mental Health – Thames Valley Police has the Blue Light Scheme which consists of 28 Peers and 200 Champions. There are also 3 Welfare Officers, 2 x Full time Registered Mental Health Nurses, and Force Psychologist. The Core Leadership Programme for all Managers, and we are currently looking at delivering trauma training.
- Has TVP considered Spiritual Wellbeing? TVP do have strong cohort of Chaplain who are proactively involved.
- Proper breaks for Officers on a 10 hour shift, and could TVP employ handymen for LPAs to clean police cars. ACC Ward this is something we are looking at.
- Many companies have heavily regulated circadian rhythm – which looks at how often a person can work. Thames Valley Police have Working Time Regulations.
- Unmind – is a free App which can be downloaded. Thames Valley have the Employee Assistance Programme (EAP) which includes a mindfulness tool.

(105) Mate Crime. YouTube presentation – PS

https://www.youtube.com/watch?v=2zt_p0Dn4SE

PS advised they are hoping for funding so they can show the YouTube clip in schools. The link can be circulated to Local IAGs.

(109) Knife and Violent Crime Update. AB and RA

Written update provided by Andy Boyd:

Development of the Thames Valley Strategic Violence Reduction Unit continues with the first meeting this Friday of the leaders from the top tier local authorities, NHS, Thames Valley

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Police, Education and the Youth Offending Service. This meeting will seek to shape the strategic direction of violence reduction in the Thames Valley and seek views as to the approach to be taken locally across the Thames Valley.

The views of local communities about how best to reduce violence and support young people are being captured through a series of programmes across the Thames Valley.

Working with Redeem Our Communities events are now scheduled in Milton Keynes on;

- Feb 4th Grange Park, and surrounding areas
- Feb 5th Monkston Park and surrounding areas
- Feb 24th Water Eaton, Bletchley and surrounding areas
- Feb 25th Milton Keynes central.

And on;

- March 30th in Whitley Reading
- March 31st in Blackbird Leys Oxford

Intensive Engagement will shortly be commencing their engagement projects in High Wycombe and on Bretch Hill in Banbury.

These projects will all be seeking to work with local communities and partners to work collaboratively with communities and partners to build on what already works well within the local communities to help provide positive pathways for young people and reduce violence.

All of these programmes will work with local people to develop mentoring schemes to help provide additional support and resilience for young people.

Local IAG's should be sighted on these projects.

We are continuing to work with partners and third sector providers to use additional Home Office funding to enhance local provision for prevention and early intervention opportunities. Based on academic research of what works we are focussing on trying to support those young people who are on the cusp of school exclusion in order to help support them to remain in mainstream education. Exclusion from school would appear from evidence to be a significant precursor to involvement in gang related violence.

We are continuing to work with partners and third sector providers to help those already caught in the cycle of serious violence through a range of diversionary interventions. An example of this is the Divert scheme we have introduced into the Loddon Valley custody suite. Their diversion mentor will work with those people who have been arrested for violence and drug related crime in order for them to find a positive pathway away from crime related activity.

This will be very much complimented by the diversion scheme RA is working on within the Abingdon Custody Suite.

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This is a brief summary of a significant programme of work with a number of strands of work taking place across the force. If anybody would like further information or has any questions please do not hesitate to contact me.

Update from RA:

My remit is broader than that of AB

I was approached by TVP HR as being suitable for the position of Custody Diversion Enterprise Co-Ordinator.

I felt it was an interesting and valuable concept and applied. Vetting can take up to 16 weeks – 6 weeks in my case – possibly because I already had level 1 and this is level 2 because of the sensitive nature of the job.

The position provides an intermediary service for the referring of people in custody to relevant charities and support services – in other words as a broker. I will become a point of contact for the Custody Suite.

I am helping to develop a system to expedite such services to help prevent ‘detainees’ going through the revolving door by finding structure and stability in their lives.

After a signed agreement by the detainee, they will be brought to an interview room for a discussion with me as to what service is suitable for them and I will set up a referral.

I am under no illusions that there will be detainees who will simply want time out of their cells. I will not be working with sex offenders or immigrants, there are separate departments for that – but otherwise nothing is off limits.

I have a wide experience working as the Operations Director for a group of Homes for mental health and learning disabilities, also as Chairman of the Board of a legal advice service, working for the County Council and in teaching amongst other things.

I have already had a series of meetings to develop a Portfolio of diverse charities and official bodies which I will use. I have been greeted by enthusiasm and positivity by all parties that I have met.

I still need to complete the ten courses – some online, other needing attendance e.g. Manual Handling, Safety etc.

Knife crime is a serious issue these days and whereas shotguns were and still are easily obtained without a licence, knives are much easier.

The project will soon commence operation. If successful, it will be rolled out throughout Oxfordshire and ultimately the UK.

I am now to be joined by three other people – I cannot be working 24/7.

Questions:

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- Further meetings will be required to measure success of the project.
- How is a person, once released from custody, taken home if they have no money or no transport? RA advised, the police will assist if a person has no money or transport.
- A number of courses which RA has to do will include risk assessment and safety.
- RA confirmed she is referring both adults and young children.

(104) SIAG Review – JB.

A meeting was had with ACC Ward, JB, JR and Supt Mears to have a review of SIAG. ACC Ward is very much interested in what the local IAGs are also doing. JB explained he has started to visit the IAGs. The question JB is asking is whether the IAGs and SIAG is critical enough, and how effective are the IAGs are giving advice to Thames Valley Police.

Ch/Supt Christian Bunt is joining Local Policing and will have oversight of the LPAs. JB and JR are going to meet with Ch/Supt Bunt with a view to looking at co-ordination of IAGs and training for IAGs. .

(107) IAG Annual Conference 13 May 2020 – JB.

This is being held in Luton and hosted by Bedfordshire Police

~~John Barlow is looking for ACC Ward~~ advised that Thames Valley Police ~~to would~~ host a mini TVP IAG Conference in the future Later in the year.

(111) SIAG email address – JB.

SIAG do have an email address but JB explained he cannot access it as he does not have a secure laptop. ACC Ward will look into this as there are some security issues around this, but it would sorted by May.

AOB (112).

- JR asked whether Thames Valley Police have a Hate Crime Plan. ACC Ward confirmed there is a hate crime plan on each LPA and will advise if there is a Force Plan. **ACTION 05. 22.01.2020**
- JR –Crime Data Integrity inspection. **ACTION 06: 22.01.2020**
- OS – Deferred prosecutions – for drug offences. **ACTION 07: 22.01.2020**
- SJ – Through NHW Scheme, they are receiving messages around drug dealings in and around villages - What are TVP doing around drug dealing, and update required at future meetings. **ACTION 08: 22.01.2020**
- DT –Extinction Rebellion and Greenpeace members. ACC Ward confirmed Thames Valley Police do not regard these organisations as terrorists.
- **Date of next meetings:**
 - 22 April 2020**
 - 22 July 2020**
 - 21 October 2020**
 - 20 January 2021**

LIST OF ACTIONS:

April 2019**ACTION 02: 24.04.2019**

JBarl to sort out a convenient date with Staff Officer Hogben to arrange another SIAG Training Session.

Update 31.07.2019

Outstanding. No date has been provided to SO Hogben.

Update: 06.11.2019

Will be covered in today's meeting.

Update: 22.01.2020

SO Hogben has now moved departments. JBarl is in conversation with Supt Rebecca Mears regarding a date for the training.

Carried over.

PROPOSAL: 24.04.2019

JR proposed for the IAG Policy to be reviewed.

January 2020**ACTION 01: 22.01.2020**

JB requested the contact details for the Chairs of the local IAGs.

ACTION 02: 22.01.2020

Amanda Portch to forward list of the policies on the TVP website and a list of the policies which are due for a review.

ACTION 03: 22.01.2020

NB to check whether there is marketing and videos which have been produced by the Positive Action Engagement Team, to take out to local communities.

ACTION 04: 22.01.2020

NB to provide an update on Hotspots for cultural change.

ACTION 05: 22.01.2020

ACC Ward to advise whether TVP has a Hate Crime Plan for the Force.

ACTION 06: 22.01.2020

Crime Data Integrity to be added to the next meeting as an Agenda Item.

ACTION 07: 22.01.2020

Supt Kirby to provide an update on deferred prosecutions at July Meeting.

ACTION 08: 22.01.2020

For future meetings, can TVP advise what they are doing around drug dealing in the Thames Valley area? – This could be part of Violence Reduction Unit update.