



Strategic Independent Advisory Group Meeting
Wednesday 7 November 2018
18:00 – 20:00 hrs
Conference Hall, Thames Valley Police
Headquarters, South.

Attendees:

John Barlow	JB	SIAG Chair
ACC Nicola Ross	NR	ACC Local Policing- TVP
	JK	GRTPA Chair – TVP
Tracey Thorne	TT	Sgt, Staff Officer to ACC Ross – TVP
	LV	SIAG – Oxford
	PB	SIAG representing Hard of Hearing
Christopher Harrison		Signer for PB
	MT	IAG – Oxford
	CM	IAG – Cherwell
	DO	IAG – South and Vale.
	AC	IAG – Wycombe and Aylesbury
	PC	IAG – Chesham & Amersham
	RM	IAG – Bicester
(Observer)	RA	IAG – Abingdon – South and Value
	OS	SIAG
	JR	IAG and Chair of SSIAG
	RG	IAG Wokingham and Bracknell
	SM	Deputy Chair SIAG
Helen Roberts	HR	Ch/Insp – Local Policing –TVP
	SJ	IAG – High Wycombe
	JT	SIAG
Observer	DT	Applicant to IAG – Oxford Observing
Jo Braithwaite	JoB	COA to ACC Nikki Ross.

Apologies:

<i>Rebecca Mears</i>		<i>Supt Local Policing</i>
<i>Gavin Wong</i>		<i>Ch/Supt Local Policing</i>
	SR	SIAG
	RMz	Chair High Wycombe IAG
	JW	Chair Reading IAG
	PS	SIAG

1. Welcome, Introduction and Apologies. John Barlow.

2. Minutes of the last meeting held on 1 August 2018 were reviewed for accuracy.

Page 2: DO raised concerns over the 15. Equality and Diversity Board section being misleading, where it says that 40% of officers felt that GRT communities were not dealt with in a fair way. Therefore 60% are saying they are fair.

Clarification on the above: The minutes are accurate in as much as they say 40%, and therefore 60% were not of that view. JK advised it is not 40% of officers in the Thames Valley, it was an anonymous survey carried out by the Traveller Movement, we do not know if they were Urban or Rural. It was asking the specific question of Police Officers who answered the survey "do you believe the Police fairly treat the GRT Community" and the response from those who responded, 40% said no.

Amendment to minutes: LV advised she was not listed as sending her apologies, when she had sent them. This was not recorded on the minutes.

Matters arising.

* *Action 1 – SIAG would like a copy of the Power Point presentation, a redacted version will be provided. Matty Butler (of Service Improvement TVP) to produce a redacted version of the presentation for circulation around the SIAG. HR advised this was from the Hate Crime Risk Meeting – There is a Hate Crime Meeting on 8 November 2018 which Matty attends, and we will ask for one to be provided.*

* *Action 2 – Arrest Figures for the Lammy Parameters and compare to the current figures requested for each custody suites. This will be covered later in the meeting.*

3. Equality and Diversity Board –SM

4. SM advised he attended the Equality and Diversity Board Meeting which was held on 16 October 2018. The Board discussed:

- Race Disparity Audit - Thames Valley Police are trying to get an idea of BME people in the Criminal Justice system. Thames Valley Police Chief Constable Habgood has spoken to the Chief Executive from Thames Valley to see what they are doing around Race Disparity. Going forward TVP will get a group together and hold a Workshop to identify the data already available around Race Disparity.
- Staff Group for BME – recruitment and retention of staff.
- Gender equality for TVP Staff.
- Policy for internal relationships for TVP Staff.
- Hate Crime – The National Hate Crime awareness week was 13 – 20 October 2018. TVP has the Hidden Harm Campaign. TVP has a new training package for all frontline officer around the recording of hate crime.
- A data base is being put together of officers who can speak a foreign language.
- The GRT Conference was mentioned, and that JK was attending.
- The Police and Crime Commissioner attended the meeting.

JB advised the group, as members of SIAG we advise Thames Valley Police what our views are on whatever we want to express views on, including Equality and Diversity. If we have a debate at any meeting, the ACC will take note and take that forward. JB explained, we meet as an IAG and we are offered to have observer status in other groups – i.e. Hate Crime, and Stop and Search meetings.

RM advised from the minutes of the last meeting, they stated that Hate Crime was inconsistent and that was what the training was for and they also stated that the LPAs have different standards. Is there any work to standardise this nationally.

ACC Ross confirmed, we could not do this nationally, as different Forces have different recording systems. The Hate Crime meeting being held tomorrow is a quarterly

Organisational Review meeting where we look at what we are doing well and what we are not doing quite as well, and what we can do to make it better, this covers recording.

ACC Ross explained Hate Crime is not an offence in itself – it is the substantive offence and then officers / staff have to tick a box. Often, Officers will forget to tick the box even though they are dealing with the offence in the correct way. This is what we mean by not recording properly. We are getting the investigation side of the offence correct and from a Criminal Justice point of view, our Hate Crime has the best conviction rate of any of our offences.

All Forces are working to the same definitions of Hate Crime, and we should all be recording it in the same way on our different recording systems. Thames Valley Police use NICHE, and other Forces are gradually moving towards using NICHE.

- **Stop and Search IAG – JR**

JR advised in the S&S Meeting there was a discussion around Stop and Search Numbers, which are actually falling, but despite them falling, there are not enough searches being done to look at data. We still have disproportionality with Black and Asian people being stopped and searched. From the discussion at the meeting, it is fair to say Thames Valley Police searches are proportionate and within the legal framework. However, we want to understand why officers are not confident to do stop and searches, and having spoken to officers and viewed Body Worn Videos, the officers are confident and are diligent at what they are doing. The lack of confidence is due to more of a cultural and political view than the officer's ability to perform stop and searches. The new Home Secretary wants police forces to do more stop and searches but some of our officers are still very much aware of previous political backdrop, and by not doing as many stop and searches, their confidence has gone down.

JR advised, knife crime is an issue and we should be looking at the root causes of knife crime. The Police need to work in partnership with local communities, and it has to be the local community that lead on this.

JB stressed that it is the role of the IAG to talk to local communities.

CM advised there is data for London, that in specific geographies where there are issues where stop and search is widely used and at specific times, it is not used disproportionately on specific groups of individuals, as they are the largest groups of people out at that particular time.

JR confirmed the figures which are presented to us, we are satisfied with, but we do need to be more proactive to support our community members and Thames Valley Police.

ACC Ross confirmed it is correct the disproportionately being in a geographic area and its' resident population. Thames Valley Police has a corporate memory that runs along in every Local Police Area, so if you are doing anything which might disproportionately affect those people that are stopped and searched in a given area, it is captured. JR is invited to our Stop and Search Organisational Review Meeting, not only to ask us questions, but she can what Thames Valley Police are doing from an organisational level. Thames Valley Police do have a good system in place, and from a strategic level we are happy, and every local IAG should have Stop and Search as a standing item on the agenda at their meetings.

JR advised she attended the British Transport Police Public Consultation Forum in London along with Ch Insp Roberts, and SR. Professor Michael Skinner from the London School of Economics presented at the meeting. There was a discussion around black people being arrested and convicted for cannabis being criminalised whereas their white counterpart wasn't. A full report will be given at the next Stop and Search ORM Meeting.

JR advised there was also a recent consultation for new Stop and Search Powers on corrosive substances, drones and lasers.

AC voiced his concerns around the public confidence in the police and the discussion within this group are worthy of the public being sighted on them and to consider ways in which to inform the public.

JB reiterated the point, as SIAG members we all have our own areas of influence within the community, and we should be getting these discussion made more public - we do try and produce a Newsletter for the SIAG and IAGs members.

JB stated regarding Stop and Search, the figures, not just in Thames Valley but all Police Forces, report on disproportionality are almost by definition inadequate. We expect LPA Commanders to send their officers to areas where there is high crime. These areas have social issues which contribute to making a particular area more prone to crime, and which tend to be populated by ethnic minorities. Police Officers now record their searches on Body Worn Videos which records GPS data. Police Forces do not record data on a political ward as this is not requested by the Home Office.

Actions raised at a previous IAG Meeting:

Q1: Would the prolific searches be officers with the most searches or the ones with the highest success rate.

A: ACC Ross confirmed, both. These officers are the Champions on LPAs who have the highest success rate and who do it well.

Q2: Is it Thames Valley Police policy to conduct a search of people purely because they can smell 'dope'.

A: No –the smell of dope (cannabis) is not sufficient grounds for a stop and search.

Q3: April 2018 the positive outcome rate was 23.7% compared to 26% in 2017. Does this not show an effective use of Stop and Search?

A: HR confirmed it is not a sign of success if the outcomes of Stop and Search was 100% - Stop and Search is a less intrusive power than arrest.

Q4: Stop and Search on vehicles - are they randomly done?

A: HR confirmed no. The Home Office do not require figures of stopping a vehicle. By stopping a vehicle, which could be random, the age and ethnicity is not recorded by Police Officers, as they are not stopping the person, they are stopping a vehicle under the Road Traffic Act which requires no reasonable ground to suspect. An officer would have to have reasonable grounds to search the vehicle.

5. Workforce 2018 – DO

JB confirmed paperwork sent prior to meeting. HR has put together an up to date look at the Establishment. The PCC produces an annual report and the relevant pages from that was also circulated along with an article was sent by CM from the Oxford Mail.

DO advised he went as an observer to the S&SIAG Meeting and thoroughly enjoyed it and hopes to attend again in the future.

In June 2017 there were changes within Thames Valley Police. In South and Vale, they lost their Rural Task Force and the emphasis was on Neighbourhood Policing.

It has been well published that the Police are under pressure - they cannot keep up with demand, crime is up and convictions are down, with lower rates of crime not being investigated. We need to know what resources the police have, and as a member of SIAG

we cannot judge without fully understanding available resources.

DO explained he has contacted the Home Office, the HM Treasury, Vice Chairman of the Police Committee and MPs.

The lack of visible Neighbourhood Police Officers and officers in general is the most common comment. DO believes the police are becoming reactive not proactive and cannot act in the public wishes. DO asked how can we help, and what are the true figures?

ACC Ross confirmed, based on the figures sent to the group members, Thames Valley Police is 130 Police Officers down across the organisation. Our core demand, crime rates, calls for service are going up. Neighbourhood Policing remains the bedrock of policing in Thames Valley. We are recruiting to our maximum numbers, which is 19 per month, mostly from our Control Rooms and PCSOs. We lose 28 per month due to retirement or moving to other Forces.

The Operating Model which was brought in last year is currently being tweaked, to ensure we have the right resources in the right place. We are looking at:

- A better triage in the centre – when a member of the public phones the police they will get a better response to their call – e.g. – why do you need to see somebody, do you need to see somebody, or could you see another agency. If you do need to see somebody, could it be next week or could you come to us. The Police are the only service that provides a house to house service. We are still working on this delivery, and we still need to push services to other agencies. However, if the Police stop doing all the things which other agencies are not doing, there is a risk.
- There is also some ongoing work around reducing demand.
- Community Resilience – we do need the public to help us manage crime and incidents. We currently have 621 Police Support Volunteers, and 423 Special Constables helping us to deliver a service. The Special Constabulary are warranted, and do have Police Powers. Our Volunteers come from different backgrounds and have different skills, and we need to make better use of them to enable us to release Police Officers back onto the streets.
- Within the Rural Crime Community, we have joint patrols with Farmers, Gamekeepers and Land Owners. This has helped to reduce rural crime.

SJ, Chair of Wycombe NAG, and Wycombe NHW confirmed they have 1200 Co-ordinators in Wycombe and requested Thames Valley Police to use this resource much better.

ACC Ross advised there is a completed issue around NHW in that Thames Valley Police have asked NHW to do their own administration, as we do not have the staff to do it. In some places this works very well, but this is dependent on the NHW Volunteer. We are very aware of our NHW and NAGs limitations. The NAGs are a Community Forum and should be led by the Community, and problem solving alongside Police Officers. We have increased our Community Forums from 38% to 84%.

ACTION 01: 07.11.2018: Community Forum in Wycombe - SJ and ACC Ross to speak with Supt Kev Brown LPA Commander for High Wycombe,

LV asked what advice is there to get employment into the Police Service. Do you have to be a Special Constable first?

ACC Ross advised one route into policing is to go to Bucks University where you can take a Policing Course which includes being a Special Constable.

ACC Ross advised the work we are doing with the Local Authorities we know there are a number of agencies involved with the same people. We should therefore be working together to identify those families or individuals, locations much early on as part of 'Early intervention' work. This is ongoing work with the Local Authorities within Thames Valley.

Our Operating Model has a dedicated Problem Solving Team on every Local Police Area, and their role is to look at the high demand user, and tackle those from a Problem Solving perspective, with other agencies to make them low demand users.

ACTION 02: 07.11.2018 – DO to draft letter for members of the SIAG to enable them to lobby their local Members of Parliament to raise

OS advised following the PCCs Complaints and Ethical Panel meeting one of the topics raised was around mental health, and the Police holding people with mental health when they are looking for a place of safety within the NHS. There are problems with the way in which the law is written, and we have written about this to the Attorney General

ACC Ross confirmed – the success of Policing is not all about visibility, it is all about working with Partners and resolving problems Engagement with the public, as we all know is extremely important. Regarding social media, every LPA has a Twitter account, which work really well. We are also currently trialling the Facebook account.

DT asked the question around the university recruitment. ACC Ross advised, for a Graduate, the Police starting salary is too low. The entry schemes require 2 A Levels, or equivalent, and of next year, we are starting a degree Apprenticeship for Police Officers. We do have a group that looks at all our retention and recruitment.

We are not struggling to recruit, we are struggling to retain our staff. We are also unable to run any more training courses for officers as we have reached our capacity to train officers. We also have a Fast Track Scheme – a direct entry scheme for Superintendents and Inspectors.

JB advised, Sara Thornton, Lead NPCC, has suggested the Police are spending time in investigating crimes by dead people and that misogyny is not something that should be investigated. How is this filtered out in the Control Rooms?

ACC Ross advised, the filters are the Triage previously discussed in the meeting. We do need to train our staff on the telephones to ensure we are able to provide a good service and managing people's expectations. One example is – should police be attending making off without payment from a petrol station, (Bilking) which is a national issue, this could be solved if everyone paid for their petrol before filling up their vehicles, but the Petrol Stations do not want to do this due to loss of revenue from their shops. .

In Sara Thornton's defence, ACC Ross said she felt that she was badly quoted. Misogyny is not a Hate Crime, however, some Forces feel it should be a Hate Crime. We as a Force, are not stopping investigating Hate Crimes or any other crime which is impactful to victims.

Our Triage is based on Threat / Harm /Opportunity / Risk.

SJ – Why do you have to record hate incidents?

HR – Many hate crimes start off as incidents and escalate. By law, a hate crime is the perception of the individual. .

CM advised his understanding from the last meeting was that Hate Crime is not a crime, there is an offence which takes place and a label can be added to that. His understanding, not just from Sara Thornton but also from the PCC, police spending time investigating hate crime, for example, on social media, where no offence or assault had taken place. HR confirmed, this is more of an incident but with a hate element.

- **HMICFRS – Areas for Improvement. ACC Ross**

ACC Ross one of the areas which HMICFRS inspect is Legitimacy and one of the places they visit is the IAGs and SSIAGs. One of Thames Valley Police areas for improvement from last year was training for IAG members.

Therefore, we thought it would be a good idea to remind IAG members on their roles, or what they are not, who sit on the IAGs and SIAG

The Members were asked what they need and how can Thames Valley Police facilitate their needs.

ACTION 03: 07.11.2018 -JoB to forward summary of Policy to Members along with minutes.

ACTION 04: 07.11.2018 - ACC Ross to check with LPA Commanders that their IAGs have seen and signed the Code of Ethics, and ask if possible, if the SIAG can have sight of their minutes from their IAGs. .

ACTION 05 – 07.11.2018 – Induction Pack for SIAG / IAG members. This can be provided from JB Training Package.

ACTION 06: 07.11.2018 – Training will be run for new members, and TT can organise any visits to the Control Rooms, Ride A Longs or Custody visits.

5. Other Items.

- **LPA IAGS** JB confirmed we are approaching our target having every IAG sending a member to this group. We still do not have – Slough, Windsor and Maidenhead.

The email address for SIAG is **SIAG** Strategic.IAG@thamesvalley.pnn.police.uk

- **Lammy Report**

JB advised the report was discussed at the SIAG meeting, sent to Stop and Search and sent back to us to come up with some questions and sent the questions to Ch/Inspector Helen Roberts. The answers to those questions have now been circulated.

ACC Ross advised, Dr Susan Hawkins did a huge amount of work on the Lammy Report for Thames Valley Police, and as a result of that, Supt Katy Barrow-Grint, Head of Criminal Justice will work with Dr Hawkins, our Chief Executives and our Partners on how we can make this better.

ACTION 07: 07.11.2018 – Bring pack the Lammy Report in 12 months once the work around it has completed for an update.

- Expenses – The email address will be sent out again where the expenses need to be forwarded to.

ACTION 08: 07.11.2018 – TT to forward email address where the expense need to be sent to.

- **AOB**

JB – In the New Year the Vice Chair will have been in post for 4 years. Please therefore consider if you would like to be the Vice Chair for SIAG. In the event there are 2-3 or more putting their names forward, each of the candidates will be asked to produce an A4 sheet on why they should be considered as Vice Chair.

At the next meeting in January, if more than 2 candidates, we will declare the process open and voting will be writing to Tracey Thorne if an election is required. In the event there are 2 or more putting their names forward, each of the candidates will be asked to produce an A4 sheet on why they should be considered as Vice Chair.

In April 2019, Tracey Thorne will announce the results of the vote.

SM gave an overview on his duties as Vice Chair.

The Chief Constable of Thames Valley Police will leave on retirement at the end of March 2019, and the appointment for the new Chief Constable will be made by the end of 2018.

JB thanked Ch/Inspector Helen Roberts on all her hard work and support she has given to the SIAG, and wished her luck in her forthcoming retirement.

Dates for future meetings:

17 January 2019

24 April 2019

31 July 2019

6 November 2019

Hyperlink for the Code of Ethics:

http://www.college.police.uk/What-we-do/Ethics/Documents/Code_of_Ethics.pdf