

Strategic Independent Advisory Group Meeting Minutes
Official

DATE:	Wednesday 6 November 2019
TIME:	18:00 – 20:00 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
Ch/Supt Gavin Wong	GW	Local Policing – Thames Valley Police
	DO	IAG – South and Vale IAG and Rural Crime
	RA	IAG – Abingdon – South and Vale IAG
	SM	SIAG – Reading
	SJ	IAG – Wycombe & TVNHWA
	JT	SIAG – Windsor & Maidenhead
	OS	SIAG
	AK	SIAG – Milton Keynes
	JR	Deputy Chair SIAG and Chairs of SSIAG
	PS	SIAG – My Life My Choice
	RM	IAG – Bicester
	MT	SIAG Oxford – Pastor Forum
	RG	IAG – Wokingham and Bracknell
	AB	OPCC – Violence Reduction Unit
Supt Craig Kirby	CK	Head of Criminal Justice – Thames Valley Police
D/Ch Insp Paul Powell	PP	Criminal Justice – Thames Valley Police
	JoBr	COA to T/ACC Ward
Apologies received:		
T/ACC Ward	AW	T/ACC Local Policing - Thames Valley Police
	RMoz	Chair – High Wycombe IAG
	PC	IAG – Chesham and Amersham
Insp Jen Hogben	JH	Staff officer to ACC Ross
	CK	People Directorate – Thames Valley Police
	JW	Chair – Reading IAG
	DT	SIAG – Oxford IAG
	CM	IAG – Cherwell
	SH	Vice Chair – High Wycombe IAG
Supt Rebecca Mears	RMea	Supt – Local Policing – Thames Valley Police
	NB	People Directorate, Head of Employment and Wellbeing – Thames Valley Police

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1. Admin. (086). Introductions and apologies. Chair Introduction and apologies noted.

It was noted that SR and JK have both stood down as members of the Strategic Independent Advisory Group due to personal reasons. AC and PB have not attended the last 3 meetings and as agreed, if a member does not attend 3 consecutive meetings, the Chair would deem they had resigned. JB has sent them both a letter and thanked them for their contribution.

2. MOLM. (087). Review of minutes of the last meeting 31.8.2019 for accuracy and matters arising.

Amendment required on page 2: Should have read Stop and Search ORM and not Hate Crime. Going forward, an update on Hate Crime will be provided at this meeting.

Page 6: Should read "SH advised she is finding that intolerance and impatience 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"

Page 7: Oxford IAG – This is now up and running.

(088). 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 (089). i. Equality & Diversity Board. – JR **ii. Stop and Search IAG**

Equality and Diversity Board.

JR advised the Equality and Diversity Board is now called the Chief Officer Management Team Diversity and Inclusion Board. It is chaired by Chief Constable John Campbell, and its purpose, to be agreed for the Terms of Reference, is a quality diversity and inclusion as a golden thread that runs through Thames Valley Police. The purpose is to oversee its processes and monitor performance in relation to quality, diversity and inclusion.

The membership of the Board has changed. Chief Constable Campbell Senior Management Team now take on the responsibility of the main 6 strands:

- Race/Sexual Orientation/Gender Reassignment
- Age
- Sex/Pregnancy & Maternity
- Marriage & Civil Partnerships
- Disability
- Religion & Belief.

Also represented on the Board, are staff from People Directorate, Corporate Communications, Office of the Police and Crime Commissioner, SIAG and any other individuals who may be required for specific matters.

There is a draft Action Plan with many actions already completed under leadership and culture. The main areas for the draft plan is leadership and culture, attractions, recruitment, retention, progression, exit from service with dignity, inclusion, well-being and fulfilment and communication. Well-being and fulfilment is the only action where nothing has been actioned as yet.

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The next meeting has been scheduled for Monday 11 November 2019.

Stop and Search ORM and IAG.

The last SSIAG was on 14 August 2019 and the next meeting has been scheduled for 13 November 2019.

At the last meeting there was not a full discussion on the ORM (Operational Review Meeting) data as members of the SSIAG felt the data parameters were inconsistent and repetitive. JR advised the slides (data) for the ORM were released today for the meeting on 7 November 2019. The new slides omits data for knife crime trends, LPA search levels and prolific searches. JR raised her concerns that the new slides may not have the data her SSIAG members like to discuss.

Ch/Supt Wong advised the data sets (slides) have been narrowed down to be more useable with the view, if certain slides are required, they can be added.

SM advised, if JR is unable to attend any meeting, he would attend in her place.

A discussion was held on Community Resolution at the ORM, and JR advised she will report back on these at the next meeting.

SM made a suggestion around future meetings. The SIAG and SSIAG meetings have been arranged for next year, however, would it be possible to have the SIAG meetings after the SSIAG and S&S ORM meetings. JB confirmed the SIAG meetings have already been arranged for 2020, which we will honour. Ch/Supt Wong this is a reasonable observation to have the SSIAG before the SIAG meeting and for the following year 2021 we could look at doing that.

4. Main Items (090) Retired Ch/Supt AB. Knife and Violent Crime.

AB advised he has been doing some work for the College of Policing, but more recently working with the OPPC on a piece of work around knife crime and serious violence.

Over the last couple of years, there has been nationally a number of reports from the Children's Commissioner. There was a Home Office Select Committee and from that a Home Office document called the Serious Violence Strategy was released last year. The Strategy has been sent to Public Health, Local Authorities and across all of the public sector. The Strategy covers four themes:

- What can be done in the local communities and partnerships.
- The need for early intervention and prevention.
- The tackling of County Lines and the misuse of drugs.
- The need for effective law enforcement.

In the summer there was funding from the Home Office to implement the recommendations from the Serious Violence Strategy. Thames Valley Police received £2 million pounds and £1 million went to the OPCC. Thames Valley Police and the OPCC are working collaboratively, predominantly with Public Health, Local Authorities, and Youth Offending Services on how to make the best use of the funding across the four themes. Both the Force and the OPCC want to ensure, in terms of spending the money and delivering the themes across the force, is done

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with local communities. The Serious Violence money received by the OPCC that is explicitly written in the terms of the funding, that this money must be spent working with local communities to resolve and address the issues.

Of the £2 million which the Force has received, two thirds of that has been cascaded to Local Police Area Commanders for them to work with their local Community Safety Partnerships, their local third sector provider, local Youth Offending Teams and with local people to develop local plan to resolve knife crime and serious violence in their locality. Each LPA Commander has a budget which ranges from being pro-rata to their knife crime offences. The money will then filter into those interventions that the local partnership feel are the most appropriate for that area.

The Local Police Area Commanders plans will differ on every LPA, as there are different needs for each LPA. Every LPA Commander has been asked to speak with their Local IAG and to ask them what they think local communities think is appropriate for their locality.

Questions for AB:

DO asked:

- Q. Are you basing the main part of the knife crime funding is in line with County Lines, and of this money.
- Q. Of the Thames Valley Police funding, is the money being organised by Thames Valley Police, or is it being used by other associations that are working in the community – such as “Getting Caught” and Abingdon’s “Damascus Youth Project”
- A. AB advised based on what all the academic evidence says, a proportion of knife crime is linked to County Lines.
- Q. For example: In Milton Keynes, the LPA Commander and his Management Team have been briefed on how to develop their local plan, and how they decide to spend their funding is down to the LPA Commander. In South and Vale LPA it would be most appropriate for the LPA Commander to give some funding to “Damascus Youth Project” and task them to do some work with young people. Across the Force we are funding numerous groups who are working with young people.

Tackling County Lines – some of the LPA Commanders are providing overtime for officers to do specific drug work.

All LPA Commanders have been asked to speak with their IAG chairs to ask them for their views.

AB advised there are 16 Forces in the Country who have received funding, and every Force has the gift on how they want to spend that funding. Some Forces have taken the decision to put most of their money into enforcement, and particularly around stop and search. Thames Valley Police Force have made the decision that is not the approach they want to take, they want to work with local communities.

There is a significant amount of money which has been set aside at the centre, to do specific community engagement work. There are a number of projects that will take place over the

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coming months, in seven towns that have the biggest knife crime problems: Reading, Oxford, Banbury, Wycombe, Milton Keynes, Slough and Aylesbury.

There will be a number of people who will facilitate the projects. The projects will focus on serious violence and knife crime issues and the local people and communities will be empowered to problem solve the issues in their locality, but predominately, how do we work with young people to stop them from getting excluded from schools, and placed into a Pupil Referral Units. All the academic work shows that this is a key catalyst for a lot of young people getting involved with knife crime and serious violence.

The Police, Local Authority and Youth Offending Teams are doing an enormous amount of work with schools. This is a Strategic Partnership and there will be a virtual Violence Reduction Unit – Public Health, Local Authority (District and County), Youth Offending Service, Police and Education.

JB advised members should go to their local IAGs and find out how the money is being spent. However, JB voiced his concern, that not every LPA has a functional IAG. It is Thames Valley Policy that every LPA has an IAG and meets on a regular basis.

ACTION 01: 6 NOVEMBER 2019:

JB to write to all the Local Police Area IAGs and report on AB's work.

JR advised she would not want to see the usual groups have the funding. If they do get it, we need to measure the success of the funding and the impact it has had on individuals.

ACTION 02: 6 NOVEMBER 2019

Ch/Supt Wong to provide a list of 12 LPAs that have a functional IAG

AB stated they are doing a lot of work around on how we can enhance some of the smaller organisations in local communities who are working with young people who have not had funding before. Unfortunately, we do not know what money will be available after March 2020 – the funding we have now, has to be spent by end of March 2020.

JB advised he is delighted that IAGs are being consulted. And stated “cuts to services do have consequences”.

Questions:

Q. Do you take to at risks groups in Schools or the whole year?

A. AB confirmed, we speak to both – there is a public health approach which has come out of the Home Office, which is trying to tackle to causes of the causes. This is done in three ways – (i) a universal delivery where we talk to the whole school. (ii) talk to those young people who we think may be on the cusp of being excluded (iii) and those that have been excluded. .

Q. Small organisations - do you have a blue print for what they look like or do you access

A. We try to work with Community Foundations, who fund all franchises across Thames Valley, and ascertain what groups they have that would benefit from this funding. Also working with the different County Voluntary Association for their groups.

Q. Cherwell LPA will they get any funding?

A. Cherwell and West Oxon LPA are receiving funding, and there is a specific piece of work that we are going to do around, Banbury -

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Ch/Supt Wong advised Thames Valley Police has got a team together and AB has come in to co-ordinate this work, and to ensure we are using the team correctly, it's appropriate and that it will be assessed properly.

AB confirmed, the money has to be spent by Thames Valley Police by March 2020 but it will be up to the provider, project to use.

AB advised Thames Valley Police have spent a lot of time in developing Problem Solving Groups and this is an opportunity that will enable us to try and re-establish some community problem solving groups / forums for example, the Neighbourhood Action Groups.

MT voiced his concerns in view of the fact that some areas do not have IAGs, how will you link some groups to others.

AB advised there shortly will be some communication going out from our Corporate Communications Department regarding the funding, and advised he is also keen to get Neighbourhood Watch involved in reaching our communities

JT advised knife crime was discussed at her local IAG (Windsor and Maidenhead), and LPA Commander explained the majority of knife crime in the Windsor and Maidenhead area is related to domestic violence, and not youth crime. JT asked whether any of the funding is going towards domestic crime and any other family related issues.

AB explained the funding which we have is predominately aimed at public space knife crime, either perpetrator or victim under the age of 25 years. However, there is another strand of work which we are involved with is specifically focused on domestic abuse. Domestic abuse is already a major priority for the organisation.

Ch/Supt Wong confirmed the three priorities for the force are:

- Investigations
- Victim Satisfaction
- Domestic abuse.

JB thanked AB for attending and applauded Thames Valley Police for taking the decision to be more consultative about the spending of the funding, and involving communities on how the money is spent. .

Action 03: 06 NOVEMBER 2019.
AB to provide an update at the next meeting.

(091) Improvement in File Quality – Supt Craig Kirby

Presentation will be attached with minutes:

Supt Kirby introduced himself and advised he is responsible for file quality for the CPS, and Youth justice and therefore linking in with AB

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File Quality – this is a file which Thames Valley produce when a person is charged with an offence or cautioned with an offence. It allows for decisions to be made and it also allows for justice to be secured. Poor quality files builds in delays and the biggest risk to justice in Thames Valley is failed outcomes as witnesses and victims disengage with us, and justice cannot be achieved. That is not due to the evidence not being there in the file, it is because witnesses and victims are not there in court, due to disengagement, to give their evidence.

The last two HMICFRS Inspections Thames Valley Police were found to require improvement around investigations.

Supt Kirby presented to the group his presentation on file quality. Bullet points from the presentation below:-

- Thames Valley Police have launched Endeavour – programme of work which we are doing across the Force around improving the quality of our investigations and prosecutions.
- Where someone admits they are guilty the files are not assessed as closely by CPS.
- Where someone pleads not guilty and following an assessment we believe they are, and we will expect a trial at the Magistrates or the Crown Court, these are the files where we need improvement.
- Numbers of cases which are eligible month on month varies between 450 – 500. The CPS lawyer who reviews the cases, will do an assessment, and decide whether or not the file is sufficient to proceed or whether it is insufficient.
- The assessment the CPS do is split into three areas – it is called the National Bar Standard, and our case files have to be compliant with National Standards, and whether there is evidential issues, or issues around victim and witness
- For the National Bar Standard, the reviewing Lawyer found 35 cases in September where there were issues with the Key Witness Statement.
- Disclosure has become an increasing issue – non evidential material and how it is presented. CCTV / Body Worn Video may be missing.
- Evidential groups - - to win a case we have legal points to prove and to cover. This is often linked to statements, and not being present in a case file, or join up with the case at a later date.
- We have now resolved the escalation process between CPS and TVP.
- We still have issues with the knowledge, skills, experience and capability of investigating officers. Endeavour Programme addresses these issues.
- Thames Valley Police do recognise there is an issue and we are doing an awful amount of work. HMICFRS are comfortable on how we are working to resolve the issues.
- We have focused on victims and witnesses issues – we have reduced this but it is still too high.
- ACC Tim De Meyer is now the National Lead for Disclosure.
- We have also done a lot of work around security breaches and GDPR. CPS have come a lot more focused on this. Therefore, we have been a lot more proactive in identifying where personal information is being included in the case files. We are moving into a more disciplined process. We also have a robust process with the CPS in identifying that which enables us to identify the breaches.

The Endeavour Video by ACC Tim De Meyer was shown to the Group. This video has gone to every member of Thames Valley Police staff.

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- There are 12 strands to Endeavour.
- Supt Kirby is leading 2 of the Strands around CPIA (disclosure) and File Quality. Other areas include Structures, Technology, and Training to improve investigation.
- Structural changes – every LPA now has a DCI Crime Manager to drive improvements and investigations.
- Currently we are restructuring CID's – we are moving back to area CID all coming under the Local Police Area Commander with the Priority Crime Team focusing on the priority areas, such as burglary.
- Looking at the Gateway – Ch/Insp Paul Powell is leading on this piece of work. Currently we have 4 pilots across the Force – these will finish in January 2020. Every case file will go through the Gateway – a more robust quality assurance process before it gets to the CPS.
- Technology - key areas we have developed:-
 - Livelink has been rolled out to officers so they can give evidence from police stations to court so that they do not have to attend court anymore, which will give them more time to do investigative work and file preparation.
 - Rolling out personal issue BWV to every front line officers and with the additional funding, we can also roll BWVs to some of our Neighbourhood Teams, providing us with better evidence of domestic abuse and quicker prosecutions.
 - Two Way Interface (TWIF) – which means our computer systems will speak directly with CPS systems.
 - DEMS (Digital Evidence Management System) – which will allow the public to upload digital evidence (mobile phone footage etc) directly onto our computer system which will enable us to share with CPS much earlier. This is being rolled out in January 2020.
 - Digital Case Files – looking at 2021. All the information will be taken directly off our computer system and linking directly with the CPS so the whole case file will be an automated process.

Supt Kirby explained, we do know what are issues are, and we do have commitment, from Chief Officer Level, to resolve these issues.

PS advised the video by ACC De Meyer did not cover people who have disabilities. We should be trying to encourage people with learning disabilities to report crimes to the police.

Supt Kirby confirmed, the police are trying to get the base line right first but we are still focusing on specific crimes types. Hate Crime is a focus of the stands which we are developing.

Questions:

Q. Is there a time line for when you arrest someone?

A. There are clear times frames for when cases should be reviewed. Some are mandated on us at the point of charge – for the threshold test we have 14 days to get all the evidence in to the CPS. There are time lines for supervisors to review cases. The crime management issue we have had – we have recognised that we have not been effectively managing that strategically. We have been doing a lot of work with our Service Improvement Team to identify cases which are slipping.

Q. The Crime Recording System – is that still NICHE

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A. There are no plans to change from NICHE – we will be looking at training our staff to use the system more effectively.

JB thanked Supt Kirby for the update.

JB stated there are two large organisations that are involved in this issue – Thames Valley Police and the Crown Prosecution Service. From Thames Valley Police we get explanations and an insight into the issues they are facing. The CPS are always on the defensive, it is never their fault, it is always the fault of those who feed information into them.

Supt Kirby advised the CPS Prosecution Team and Thames Valley Police are jointly addressing the issues and accept joint responsibility. We now have a good close working relationship.

AK asked how much of the new procedures reflects on safeguarding element. Supt Kirby advised “Threat, Risk and Harm” is the centre of all of our work. The victim and witness side is a lot about safeguarding. Restraining Orders are a main priority – and this is where the safeguarding element is delivered.

We have a Pilot running in Banbury looking at Domestic Abuse and a Pilot running which is around people who are remanded in Custody.

AK asked whether Supt Kirby would be able to attend the next IAG in Milton Keynes where the topic is around Safeguarding. Supt Kirby advised Ch/Insp Powell or himself will attend.

ACTION 04: 06 NOVEMBER 2019

JB to invite Supt Kirby to the meeting in July 2020 to provide an update File Quality

5. Other Items (092) Police Wellbeing
This has been deferred,

(93) Recruitment of 20K Officers.

JB advised it was recently announced the Home Office has funding for 20K additional police officers over the next 3 years. JB asked the question whether there are any direct implications for Thames Valley Police.

Ch/Supt Wong confirmed these officers are additional to what we need to recruit to get to our current establishment. There is a Gold Group which is chaired by DCC Hogg which is looking at how many trainers we have, do we have the right facilities at the training centre training, and tutors.

Thames Valley will receive approximately 600 more officers over 3 years. The first wave of officers will be around 180. We will be ready for them we are just working through the practicalities.

Training will be challenging – as we are also changing the way in which people can join the Police Force. There will be two ways in which you can join. You can come in with a degree

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and do a 2 year probation period or you can join up without a degree, but then get a degree in your probation period. However, we are doing a lot of work on how we can make this work.

For the record: JB stated that he sits on the National Group, under Chief Constable Andy Rhodes of Lancashire Constabulary, that is looking at the implementation of this.

SJ stated you are precluding a lot of people who might make good police officers who are not degree material. Ch/Supt Wong advised this new route into policing is not saying you have to be an academic or have a degree. What it is saying, we will bring a person in for 3 years course and at the end of that period you would have done enough to get a degree.

JB advised the National Association of IAGs did put a paper into the Home Office, and one of the points we made even though people have a degree, it does not necessarily mean you are getting the correct or right people.

Ch/Supt Wong advised, in his own opinion it is good to recognise the work that police officers do. Police Officers are not classified as professionals, but any officer who gets through his or hers probation is a professional. It is really good to recognise what police officers do, however, the danger is that we then start thinking it's an academic career, it is not an academic career. You can train people to do a file, train them to make sure they get the points to prove, you can put processes in place, etc. To be a good police officer it is all about being a good person, a brave person, a person who is emotionally aware, a good communicator and show resilience. Hopefully the new recruitment into policing will draw more people into the Police Force and will look at improving diversity within the Force. There is an aspiration for the Force to have 20% staff from the BAME community. Therefore our recruitment will have to be targeted in certain areas.

We have today been informed, one of the Cadets at Slough has now joined as a police officer. He is the first Cadet in Thames Valley to do this.

JB advised, something which has been raised is that the early stages of recruitment could be the promotion of PCSOs. Ch/Supt Wong confirmed, this is a risk. Thames Valley PCSOs are being offered a diploma as opposed to a degree. Some of them may become police officers but they are staying in the policing family.

(94) IAG Training. JB.

JB suggested we should be looking for additional members for this Group – so there will be some training but it is not mandatory

(95) SIAG & SSIAG Review. JB

A meeting has been arranged with ACC Ward in a couple of weeks' time. It's a useful meeting to have just to see how effective we are. It also gives us the opportunity to talk about the IAG perspective in general.

(96) SIAG email address – JB.

JB advised this has still not been sorted ICT – Ch/Supt Wong will chase up.

(97) AOB- As notified prior to the meeting:

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- PS advised when Oxford United Football Club was playing at home, he was walking near the Kassam Stadium and there was a scuffle between the crowd and the Police. Two Police Officers protected him and his wife from the group who were fighting. PS expressed his thanks to the two Police Officers.
- RA advised the Group she is going to be working with AB.
- RG - IAG recruiting. She is interested in recruiting and if anyone had any tips to share them with her. SJ suggested using Neighbourhood Watch MSA (Multi Scheme Administrator) – they run the LPA Neighbourhood Watch.
- SJ advised at a previous meeting we did a lot around Travellers and he understands the law might be changed to give more strength to the police to move them on and for the police to confiscate caravans. Ch/Supt Wong confirmed this is not correct, it is not the law.
- JT – At the Windsor & Maidenhead IAG Meeting there was a discussion around the increase of figures for hate crime. We also discussed the MEAM (Making Every Adult Matter) Project which is tackling rough sleepers. Looking at a Multi-Agency Approach and trying to get individuals back into employment. Local Communities are getting involved and helping.
- JR – LPAs are not putting their minutes of their IAG meetings on the Thames Valley Website. Ch/Supt Wong advised he has sent an email to LPA Commanders today asking why. He will ensure minutes, where applicable, will be put on the website.
- DO - .On 12 September 2019 we organised a Rural Crime Forum in Drayton, Oxfordshire where 100 people attended. It was very well supported. LPA Commander Rory Freeman attended from Thames Valley Police. Perhaps Thames Valley Police would consider doing this over a larger area.

Date of next meeting: 22 January 2020.

LIST OF ACTIONS:

April 2019

ACTION 02: 24.04.2019

JBarl 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.

Update: 06.11.2019

Will be covered in today's meeting.

PROPOSAL: 24.04.2019

JR proposed for the IAG Policy to be reviewed.

November 2019

ACTION 01: 6 NOVEMBER 2019:

JB to write to all the Local Police Area IAGs and report on AB's work.

ACTION 02: 6 NOVEMBER 2019

Ch/Supt Wong to provide a list of 12 LPAs that have a functional IAG

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Action 03: 06 NOVEMBER 2019.

AB to provide an update on Knife and Violent Crime at the next meeting.

ACTION 04: 06 NOVEMBER 2019

JB to invite Supt Kirby to the meeting in July 2020 to provide an update File Quality