

Strategic Independent Advisory Group Meeting Minutes
Official

DATE:	Wednesday 20 October 2021
TIME:	18:00 – 20:00 Hrs
LOCATION:	MS Teams Meeting Only

Attendees:		Position and Area
	JBarl	Chair SIAG
	CB	T/ACC Local Policing - Thames Valley Police
	CK	Assistant Director for People – TVP
	AKC	Chair – West Berkshire IAG
	DT	SIAG – Oxford IAG
	CL	School of Law – Oxford Brookes University
	SJ	IAG – Wycombe & TVNHWA
	OS	SIAG - South Oxfordshire
	DO	IAG – South and Vale IAG and Rural Crime
	ET	Chair of Wokingham IAG
	CW	Strategic Governance
	RA	IAG – Abingdon & South and Vale
	HF	Strategic Governance
	FP	LPA Commander - Bracknell and Wokingham – Victim Satisfaction Lead
	RB	Project Op Vigilant
	JR	Deputy Chair SIAG and Chair of SSIAG
	SS	Representing Deaf Community
		Interpreters for Sylvia Simmonds
	KM	Staff Officer to T/ACC Bunt
	JoBr	COA to T/ACC Bunt
Apologies received/no show:		
	JT	SIAG – Windsor & Maidenhead
	SMas	SIAG – Reading
	PC	IAG – Chesham and Amersham
	NP	Business Partner - Diversity and Inclusion
	MH	Positive Action Engagement Team – PAET
	AK	SIAG – Milton Keynes
	BR	T/Ch/Supt - Head of Local Policing
	GR	Force Diversity, Equality & Inclusion Programme Lead
	MT	Bishop – NLCC Oxford – Pastor Forum
	SG	Strategic Governance
	CH	Head of Strategic Governance
	SM	Chair of Reading IAG
	RM	IAG – Bicester
	RMoz	Chair – Wycombe IAG

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1. Admin

Resignations:

CM

PS

031 Welcome and apologies notes.

IAG – Cherwell

2. MOLM.

032 Minutes of last meeting held on 28 July

- **Accuracy:** Agreed as an accurate recording of the meeting.
- **Matters Arising/Actions:** Actions discussed and updated on Action List below. Completed ones removed from Action List.

5. Other Items

038 Teenage Perception of Thames Valley Police – ET

ET: This came about from three different areas – involvement with the Violence Reduction Unit / area in Wokingham that is known for antisocial behaviour and gangs of youths gathering / a conversation with a member of my IAG and his two sons' perception of the police.

Wokingham does not have any youth clubs or centres for young people –the IAG set up an initiative to work with the Wokingham Borough Council to see if it was possible to set up youth centres for 12 – 14 year olds initially. First meeting with the Local Authority is this Friday 22 October 2021.

There may be some requirement to have the VRU involved, and Thames Valley as a whole – ET has spoken with Supt Parker advising her of the initiative and will report at the next SIAG Meeting on any progress.

3. Standing Items:

033 Stop and Search IAG.

No update from the SSIAG in October as the meeting was cancelled.

JBarl raised the question around the introduction of Community Groups and the showing of BWVs to those Groups and the impact it may have on SSIAG.

SJ: At the last meeting, we suggested a leaflet should be given to a person explaining why they were being stop and searched. SJ raised his concerns around disproportionality and disparity. He explained there are two definitions of disproportionality. One is against the demographics, and the other is against the potential for crime – the latter being more important for SIAG and that the police need to provide analysis against crime statistics.

JBarl: As this is about stop and search, it is covered in the Stop and Search IAG.

ACC Bunt: For confirmation, the SSIAG did not take place due to the lack of Independent members not being able to make the meeting.

We do need to justify the disproportionality in stop search and to understand why we have disproportionality and ensure we have a rationale around that.

Community Scrutiny Panels – these do not dilute the work of the SSIAG – the more involvement by the Community, specifically those with lived experience in reviewing BWV, adds a richness to our scrutiny and it has been identified, nationally, as best practice.

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Community Scrutiny panels have been already set up in Milton Keynes, with Oxford, Slough and Aylesbury due to go live shortly. All of the suggestions and recommendations provided by the panels is being fed back to Officers.

A briefing has gone out to every single operational officer in the Force informing them of the importance of stop search, disproportionality, and the challenges that we have, and the importance we have in protecting our communities, particularly in terms of S60. The briefing provided a clear direction on a number of key points – including that Officers must not routinely handcuff a person when they are searching, unless the threat assessment says that they need to– this was highlighted from reviewing BWVs. Officers have also been directed that they must wear their BWV for every stop and search encounter.

Officers must GOWISELY (Grounds, Object, Warrant, Identity, Station, Entitlement, Legal, You).

We are also introducing a process where Supervisors are reviewing BWVs too, and if any issues are identified, they can feed that back to Officers.

TVPs Drugs Strategy is also being reviewed – we will bring to SIAG for views at a future meeting.

CL: There is a regular rota now for viewing BWV and it has been an informative and illustrative example of what happens with stop search.

AKC: How are you communicating to the communities the analysis you are doing around stop and search.

ACC Bunt: All local IAGs should be discussing stop and search and members should be feeding back to their own communities. We are in the process of looking at how we make our analysis fit for public facing and how best to publish it all. **Action 01: 22.10.2021.**

KM: The four week communication plan around stop and search mostly refers to internal communications but will ensure there are some external comms are also sent out.

SS: The TVP Website needs to be accessible and easy to use particularly for people that do not have English as a first language. Having an audio option, having a British sign language option as standard, and that the communication is clear and meets all the cultural differences and communities. The information across social media also have to be very clear.

JR apologised for being late to the meeting – The SSIAG are reviewing their Terms of Reference, and going forward, the Use of Force will be included in these meetings. Recruitment is also being reviewed.

There have been 3 x major reports that came out that involved Stop and Search. HMICFRS undertook an audit with recommendations, which Thames Valley Police are working towards and eliminating them.

The audit did inform, there was insufficient information around reasonable grounds to justify a stop and search

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The second report was from the Commission on Race and Ethnic Disparities. There were 15 recommendations – this report has had some mixed reviews, but recommendation valued for all Police Forces to act upon. Three have not been acted upon-

- Recommendation 9 - Investigate what causes existing ethnic pay disparities. TVP are working on this.
- Recommendation 16 - Open up access to apprenticeships.
- Recommendation 19 – Undertake a support for family review – data about the family strain on the negative impact and economic social pressure on households for ethnic groups. TVP Violence Reduction Unit are already doing this.

The final report was the Runnymede Trust report – this has highlight that racism is systemic in England – TVP are working towards.

Performance data – we have had lots of access to footage from body worn videos. All LPAs will be looking and understanding their disproportionality on stop and search.

Community Groups – the SSIAG do not have time to view all the footage - these groups' help with the scrutiny process. In the future, we hope to look at PCSO's footage of stop and search.

SSIAG Complaints – In 2020 there were 20 complaints with only one still live. In 2021, not including September and October, there are 19 complaints with six still live. The complaint made by a member of the SSIAG has been turned into a case study and lesson learned.

Equality and Diversity.

JR unable to provide a report as she was unable to attend the meeting.

Legitimacy Board – ACC Bunt:

A lot of the focus has been on stop and search and the use of force. The use of force scrutiny will now sit under SSIAG. There was also focus around recruitment and retention.

Action 02: 20.10.2021

Data Ethics Committee – SS

Had four meetings, which focused on the Terms of Reference, development of the committee, recruitment, voting and voting rights and conflicts of interest. The different roles of the committee were discussed and the police involvement and community representation.

The meeting in October was more formal where the Committee focused on a formal case study. Also discussed how we could share the minutes from the meeting and the anonymising of the data.

Ch/Supt David Powell provided a presentation around the work of the DARAC (Domestic Abuse Risk Assessment for Children).

We also looked at how we can balance equality, inequality, and fairness along with accuracy at the same time.

4. Main Items 034 Criminal Justice Joint Inspection Report (Rape). Paper circulated prior to meeting

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Sarah Everard / Wayne Couzens.

Thames Valley Police were asked for an update on any learning and requested to bring a formal report to a future SIAG meeting around public confidence in policing, the vetting of staff within TVP and the communication of team members regarding individuals they have concerns with. How are TVP communicating what they are doing around this to their communities?

ACC Bunt: Our D/Ch/Supt and D/Supt in charge of rape for the force are at the National Rape Conference which is why they are unable to attend this meeting – a short briefing paper was circulated to the SIAG members prior to the meeting.

We are doing a lot of work around this and one key area of development is that we now have a dedicated Superintendent assigned to this area of work.

We will collate all the national reports around rape and put into one paper that will be presented to the Chief Constables Management Team in December. We are embedded with CPS - many discussions with the CPS and taking cases through court and getting a charge result. **Action 03. 20.10.2021.**

The murder of Sarah Everard - we as a Police Force, are all very troubled by it. We are addressing what we should be doing to protect women, girls, and any internal issues.

ACC Bunt provided a power point presentation on what TVP are doing to protect women and girls. Power point presentation sent to SIAG members following the meeting.

Questions following the presentation:

Q. Following the death of David Amess, is there any change in how TVP are policing MPs?

A. Meeting with MPs on Friday – there is a lot of additional work around security, where it is necessary and TVP are following national guidelines for supporting MPs.

Q: Slide 9: The procedures outlined on slide 9, would this have made any difference to the situation and Sarah Everard?

A. Couzens was not on duty at the time – he was from diplomatic protection – therefore no cause to be in the area he was. – All of this would have triggered the Call Centre / Control Room to question why he was undertaking a stop search. It is not fool proof as the Call Centre would have verified he was a serving police officer – we are trying to put reasonable proportionate measures in place. We have given our call centre and control room staff a clear steer around what the expectation are. We are keeping this under review. **Action 04. 20.10.2021**

Q; Operational Officers - it has been noted that there are less ICR Officers than there were 12 months ago due to the College of Policing entry routes to policing as many officers are not available due to training

A; We are just short of 2 Police Officers less than we had a year ago on ICR – this is due to Officers being moved to other key risk areas of the business – also we have had a higher than normal turnover due to retirements and people transferring to other Forces.

SJ advised for information he is linking in with the Problem Solving hub.

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036 Victim Satisfaction – Supt Parker – Force Lead for Victim Satisfaction.

Paper circulated prior to meeting explaining how TVP measure victim satisfaction through a survey at the end of an investigation. TVP are looking at ways of improving victim satisfaction. She explained she would like to give a briefing pack to each of the local IAGs and have a standing agenda item on Victim Services and for the members to provide feedback and any new ideas on how to improve our victim satisfaction. **Action 05: 20.10.2021**

035 Project Vigilant - DS Belsher

Project Vigilant presentation provided to SIAG members.

Project Vigilant is a Thames Valley Police initiative that aims to identify, prevent and reduce sexual violence specifically in the night time economy. Project Vigilant came around in May 2019, as at that time, Oxford City Centre was the most likely place in the whole force to be a victim of rape.

Project Vigilant is resourced with a combination of uniformed and plainclothes officers who carry out patrols in the night time economy to identify people who may be displaying signs of predatory behaviour – such as sexual harassment, inappropriate touching and loitering.

Plainclothes officers normally identify a person of concern – they will not approach members of the public - this is for uniformed officers to do – plainclothes officers will only intervene if an attack appears to be imminent or someone's at risk of serious harm.

We have worked with the NCA who assisted us in developing a Prioritisation Risk Factor Matrix – plain-clothes police officers will observe members of the public and if they portray any of the risk factors they will brief the uniform officers and that will inform their stop check and interaction with that individual.

NCA have also devised a number of typologies that informs our practice and how we assess the risk that an individual might pose.

For noting – males are also victim of sexual violence.

The success of Project Vigilant has in part been due to successful partnership working. We have collaborated with Oxford Sexual Violence Panel, Universities of Oxford, Refuge, and Brookes University - all LPAs have links in with their partners. Specific training has been undertaken to all licensed venue staff. Project Vigilant also has a proactive media strategy.

Following the success in Oxford, Project Vigilant has been developed in other policing areas across Thames Valley.

In the wake of the tragic murder of Sarah Everard and growing concerns amongst the British public around the safety of women and girls at night - on 15 March 2021, the Prime Minister announced that Project Vigilant would be rolled out to other police forces across the country.

DS Belsher outlined some areas TVP are looking to develop.

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We have also put in place a Community Impact Assessment and plan to discuss diversity and disproportionality with Supt Robinson this month. All stop checks are recorded on BWV and are reviewed to ensure they are appropriate and proportionate

Questions:

Q: Why are plain-clothes officers not being deployed into clubs?

A: TVP took the stance that it would not be appropriate for officers to be inside nightclub venues and bars, particularly when there are staff who have been trained and are able to intervene and address that sort of behaviour.

Q: Pleased to see that you have said that victim blaming is something you are eradicating and stamping out. The student body will be incredibly thankful that they are allowed to go out in skirts, wearing makeup and socialising and not be subject to blame by any institution for what may unfortunately happen. .

Action 06: 20.10.2021

Q: How is Project Vigilant communicated to the public?

A; There is a dedicated external Corporate Communications Officer who does all of the communications for Project Vigilant – information is put on all social media sites. An area of development we are looking at is how to reach a younger audience. **Action 07. 20.10.2021**

All other items remaining on the agenda will be carried over to the next meeting:

Dates of next meeting to be confirmed.

LIST OF OUTSTANDING ACTIONS:

April 2021

Action 01: 28.04.2021. JBarl to circulate questions at the end of the meeting – members who wish to comment forward comments to JBarl who will collate and forward responses to GR.

Updated: 28 July 2021

SIAG have compiled a response from the questions asked and forwarded to GR – JB suggested a Working Group to look at each topic individually.

Updated: 20.10.2021

SIAG advice was sent to TVP – Completed.

Supt James Hahn who is replacing Supt Robinson when he retires will take Working Group forward.

New action generated:

Supt Hahn to meet with JBarl to discuss setting up a small Working Group.

Carried over:

Action 02: 28.04.2021 – Ch/Supt Rai will seek permission from ACC De Meyer and advise.

Updated: 28 July 2021

Ch/Supt Rai advised we are unable to share the presentation just yet, the whole rape agenda has a number of changes going on and ACC De Meyer is getting these in place. Once they are in place, we can seek ACC De Meyers permission to share the presentation.
Carried over.

Updated: 20.10.2021

TVP to chase up and seek permission from ACC De Meyers to share presentation.
Carried over:

JULY 2021

Action 01: 28.07.2021 - Staff Officer Kay May to contact LPA Commanders to ensure local IAGs minutes are passed to Corporate Comms and put on TVP Website - clear indication where the minutes are stored on the website would also be helpful.

Updated: 20.10.2021

All LPA minutes have been anonymised and placed on TVP Website. KM will provide a link to JBarl on where to find Local IAG Minutes. All LPAs have been asked, when they hold an IAG it is publicised on Social Media and TVP alerts informing members of the public where the minutes can be found, and how to become a member of an IAG.

JBarl: If members of the public want to join an IAG, the website is routing them through to People's Directorate where they are expected to fill out a job application. This is not correct. People Directorate are now putting applications through to the LPAs.

New Action generated:

CKirb to ask her team (People Directorate) to explore this further and follow up with Supt Robinson around the IAG policy.

Action 03: 28.07.2021 – JBarl to circulate to the Group data provided by DT on S&S along with JR notes on Equality and Diversity.

Updated: 20.10.2021

Carried over

Action 08: 28.07.2021 – PSD to inform the SIAG when the results from the Judicial Review are known.

Carried over

OCTOBER 2021:

Action 01: 20.10.2021 – ACC Bunt/KM to speak with Comms Team on how to communicate / publish analysis to the public – and to look at communications more broadly.

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Action 02; 20.10.2021 – An in depth update on Legitimacy Board, covering all Work Streams at the next SIAG meeting.

Action 03: 20.10.2021 – A substantive update on Rape will be provided at future meetings.

Action 04: 20.10.2021 – Ch/Supt Katy Barrow-Grint to provide a substantive update on Violence Against Women and Girls at a future meeting.

Action 05: 20.10.2021 – Supt Parker to provide Victim Satisfaction pack to JBarl, who will write to all IAGs asking for their involvement and feedback from IAGs to be forwarded to Supt Parker.

Supt Parker to be provide feedback to SIAG at a future meeting.

Action 06: 20.10.2021 – Project Vigilant slides – a request was made for them to be circulated to the group. DCI Senior to approve.

Action 07: 20.10.2021 – Invite Corporate Comms to a future SIAG meeting to discuss communication to the public.

Dates of next meeting: TBC